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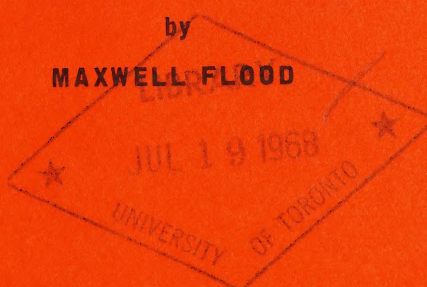


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**PAYMENT SYSTEMS
AND THEIR DEVELOPMENT
IN THE
RAILWAY RUNNING TRADES**

by

MAXWELL FLOOD



**Economics and Research Branch
CANADA DEPARTMENT OF LABOUR**



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FOREWORD

This monograph describes the origin and development of the payment systems, working conditions and work rules of the running trades (operating employees) of Canadian National Railways and the Canadian Pacific Railway Company from 1920 to the present time. The project has been designed and directed by Mr. John Millons, labour relations adviser of this Branch, and the monograph has been written by Mr. Maxwell Flood, M.A., of Michigan State University. Miss M. Copeland of this Branch provided technical assistance on the project. It should be understood that the responsibility for inferences and implications is assumed by the author and should not be interpreted as a reflection of departmental policy.

The payment systems, working conditions, and work rules of railway operating employees are the most complex of the systems of compensation in effect in industries under the federal labour jurisdiction. Until now, no general reference paper has been available which describes this subject in detail. This monograph is designed to overcome this informational gap. The section on the CNR running trades is an expanded version of a reference paper on the same subject which was written in 1964 by Mr. John Millons. Mr. Millons' reference paper was given restricted circulation within the Public Service, and all confidential information supplied by CNR for use in Mr. Millons' paper has been removed from Mr. Flood's monograph.

Our sincere thanks go to the officers of the railway employees' unions and the railway companies for their co-operation throughout the study.

John Mainwaring,
Acting Director,
Economics and Research Branch.



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PREFACE

This study is concerned with the systems of payment, work rules and working conditions of the railway running trades in Canada. The conditions that govern service and earnings of running trades employees who work in yard service are very similar to those that apply to workers in industry generally. These have been described but they constitute a minor area of concern.

More than half of the running trades employees work in road, as distinct from yard, service and the payment systems and work rules that govern their employment and earnings are unique in Canadian industry. These systems and rules are also complex and, as presented in the collective agreements, almost incomprehensible to the layman. The major objective of this study has been to reduce and, as far as possible, eliminate this problem of understanding. Despite the intricacies of the earning systems of the road service employees, it is possible to reduce them to a number of basic principles. An attempt, therefore, has been made here not only to describe these systems but to identify and illustrate the principles upon which they are founded.

As in many other things, the present system is not wholly explicable without reference to the past. The historical perspective is of particular importance in this case because many of the principles that still obtain today had their origin in the late nineteenth and early twentieth centuries.

The Canadian case cannot be well understood without reference to events in the United States. Many of the principles with which we are concerned had their origin in that country and were later adopted in Canada.

For these reasons both the historical and comparative dimensions have been incorporated into the study. The significant events in the United States have also been located within the broader social context of that society where this has been felt to be necessary to an understanding of what was happening in railroad labour relations.

The present task has been limited to describing what now exists and how it came to be that way. The question of what ought to be is an open one; whatever choice one makes in that direction, it is hoped that this work will make a contribution to providing some degree of comprehension of what already exists.

I owe a debt of gratitude to many people who have contributed to the realization of this study. First, to a number of people in the Economics and Research Branch of the Canada Department of Labour: to Mr. John Millons for his original conception of the need for such a study and for his encouragement throughout the long period that it was in progress; to Mr. George S. Saunders for his support and enthusiasm; to Miss Margaret Copeland for her technical assistance; and to Mr. W.H. Lambton for his editorial guidance.

A number of union officers gave generously of their time and resources. Among the many who made a contribution, I would especially like to thank Mr. Art Gibbons, Brotherhood of Locomotive Firemen and Enginemen; Mr. Jack F. Walter, Brotherhood of Locomotive Engineers;

and Mr. W.P. Kelly, formerly of the Brotherhood of Railroad Trainmen, and now with the Canada Department of Labour. Despite many pressures from other sources, Mr. Kelly gave a great deal of his time to enlightening me on many technical points.

The officers of the two major railway companies in Canada were most helpful in the provision of collective agreements and other documents, and through their comments on the manuscript.

Mr. D. Paltiel of Montreal, a lifetime student of this area, provided documentation that proved to be invaluable. Miss Joan Rajczi of Michigan State University first brought to my attention the necessity of analyzing the relationship between the developments in the United States and Canada. She not only researched the area, but wrote a great deal of what is valuable in this study.

Any errors or inadequacies in the document may be attributed solely to me.

Maxwell Flood,
Michigan State University.
February 1968.

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THE RUNNING TRADES AND THEIR WORK

The operating employees in the railroad industry are known, in railroad parlance, as the running trades. The running trades employees work at a number of different jobs and in different kinds of service but generally they may be described as the men who work the engines and handle the trains. The running trades include the engineers, firemen, conductors, brakemen, baggagemen, and yardmen. Although there are differences within this group in terms of their occupations, wages, and status these are differences of degree compared to the differences of kind that separate them from other railway employees. Those employees who fall outside the running trades are known as the non-operating employees. These are the shopmen who maintain the equipment and rolling stock, the waymen who maintain the track, the signalmen, the freight handlers, the clerks. The dining and sleeping car attendants also are not in the running trades.

Those who are members of the running trades have historically been regarded, and have regarded themselves, as a special group. They are often referred to as the "aristocrats of labour". The source of this title is not clear but it is reasonable to infer that it was rather evasively conferred upon the running trades because of their strong union organization, apparent high earnings, and alleged security compared to other workers. A segment of the running trades may have enjoyed high earnings and an unusual degree of security but these conditions have not been uniformly enjoyed by the whole group.

However, the running trades are a special group in a number of ways. The nature of their work and the style of life that this necessitates differentiate them, not only from other railroad employees, but from most other workers. First of all, their place of work is mobile; movement of freight and passengers is their business. Secondly, their pattern of work tends to be irregular and unpredictable. Other employees of the railroads, and industrial workers in general, know the hours and days that they will work. The running trades employee who is not assigned to a regular run must be available for work at any hour of the day or night on the basis of a two-hour call. Men who have not been long in service, and thus gathered the necessary seniority, are unable to predict either the hours or days that they will be working or the amount of work that may come their way. They may also spend many hours away from home waiting for a train to be made up before they can work their way back to their home terminal. The general consequence of conditions of work in the running trades is that an organized and predictable family and social life is difficult. It would appear that this has led to the development of strong group identification with fellow workers who share the same vicissitudes and style of life.

For the running trades employees, railroading has to be a way of life as well as a job. This is the great distinction between the men who man the engines and trains and the other workers in the industry.

A number of distinctions may be made between various groups of employees within the running trades group itself. The first point of differentiation is between those who are employed in yard service and those who are employed in road service. This is a very important distinction since the systems of payment and working conditions of these two groups are fundamentally different. The employees in yard service enjoy conditions of work similar to those in any other type of industrial

employment. They work regular, predictable shifts and hours; their place of work is permanent and the nature of their work enables them to live permanently at home and to enjoy a predictable kind of social life. Men who work in the yards are probably not regarded as fully fledged members of the "confraternity of railroaders."

The core of the running trades, the men in road service, may be divided into two groups: those engaged in engine service and those engaged in train service. The former are the engineers, the firemen and helpers, those who work on and with the engine itself. The latter group are those who work on the train and includes conductors, baggage-men, and brakemen. A further distinction has also to be made between those who work in passenger service and those who work in freight service. There are differences in the payments systems of these two groups but these are differences of rates rather than differences in principle.

Since it is important to remember these distinctions, we reiterate for emphasis that the running trades comprise two main groups: road service and yard service. The road service is also divided into engine service and train service.

There is another group of employees, as previously mentioned, who work on the trains, but who are not regarded as part of the running trades. These are the employees who are concerned with the provision of dining and sleeping car facilities for passengers. They are regarded as non-operating employees.

Employees in road service are subject to a measure of forced job and geographical mobility by the nature of the industry and the system of advancement, based on seniority, that prevails. If a man is to advance he has to be prepared to make repeated shifts of job and location.¹ He is also subject to mobility whether he wishes it or not as he is liable to be "bumped" out of his job by someone with more seniority than himself any time there is a change in operations. This will require that he, in turn, "bump" someone else with less seniority than himself and this may require moving his location as well as his job.

Another unusual feature of the system of advancement is that at various stages in his career an employee suffers a decrease in his security. For example, each time that a man works himself to the top of the occupational group that he is in, if he wants to continue advancing he must bid for a position in the next higher occupational group. In his promotion he loses the job security and regular employment that went with his seniority in his former group and must accept the status of most junior man in his new group.

The career line for road service employees provides no guarantee of upward progression. Some employees opt out of the advancement system at some point and settle for a lower paying job, such as yard service, which will provide regular hours and the opportunity of regular home life.

¹ For a discussion of the social consequences of this enforced mobility see: W. Fred COTTRELL, *The Railroader* (Stanford, California, Stanford University Press, 1940), especially p. 42 on, Chap. IV.

Data available for the United States² show that many engineers retire before they have an opportunity to become passenger engineers. Of 2,425 engineers who retired in 1951, only 630, or 26 per cent, had managed to achieve the status of passenger engineer. The other 74 per cent retired from lower classes of service.

In 1963, Canada's two major railways, the Canadian National and the Canadian Pacific, employed a total of 23,350 persons in the running trades. The Canadian National employed a total of 13,600 persons in such occupations and the Canadian Pacific 9,750 persons. Just under one half of all running trades employees in the two companies were employed in yard service. The Canadian National employed 6,200 persons and the Canadian Pacific 4,320, a total of 10,520 yard service employees in the two companies.

The total number of employees in all classes of road services with the two companies amounted to 12,830 in 1963; 7,400 persons were employed in this kind of work by the Canadian National and the remaining 5,430 were employed by the Canadian Pacific.

² Reed C. RICHARDSON, *The Locomotive Engineer, 1863-1963* (Ann Arbor, University of Michigan, 1963), pp. 83-84, quoting from "Engineers' 30% Wage Case", Vol. 5, 1954.

THE RAILWAY RUNNING TRADES UNIONS

Most employees in the railway running trades were represented by three labour unions in 1963: the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, and the Brotherhood of Railroad Trainmen. Most engineers are members of the Brotherhood of Locomotive Engineers and most firemen are members of the Brotherhood of Locomotive Firemen and Enginemen. However, some employees in these categories hold dual membership in both of these organizations. This is explained to some extent by the fact that men who have marginal seniority may alternate between both classes of employment according to the requirements of the railway industry in a given period.

All other classes of employees in the running trades are represented by the Brotherhood of Railroad Trainmen although it should be noted that a rival organization, the Order of Railway Conductors and Brakemen, reported a membership in Canada of 450 in 1963.¹

The Brotherhood of Railroad Trainmen is the largest of the three major unions in this area with a reported total Canadian membership in 1963 of 19,414.² The Brotherhood of Locomotive Engineers reported³ a membership in Canada of 8,897, and the Brotherhood of Locomotive Firemen and Enginemen reported a membership in Canada of 7,362.⁴ These figures are considerably higher than the totals of people employed by the Canadian National and the Canadian Pacific in the various occupational categories that they cover. The disparities may be reduced by taking cognizance of the fact that there are a number of other smaller railroads which employ these categories of employees. Also, dual membership would account for a measure of double counting, and unemployed members would still be retained in the union membership records.

The Brotherhood of Locomotive Engineers represents employees in three occupational classifications of the running trades; the Brotherhood of Locomotive Firemen and Enginemen in four, and the Brotherhood of Railroad Trainmen represents employees in eight occupational classifications.

Union representation by occupational classification is shown in Table 1 below.

¹ Labour Organizations in Canada, 1963 (Canada Department of Labour), p. 48.

² Ibid., p. 50.

³ Ibid., p. 44.

⁴ Ibid., p. 45.

TABLE 1

Railway Running Trades - Union Representation by
Occupational Classification

Occupational Classification	Representing Union
<u>Yard Service</u>	
Yardmasters and assistants	B.R.T.
Switch tenders	B.R.T.
Hostlers	B.L.F.E.
Yard foremen	B.R.T.
Yard helpers	B.R.T.
*Yard engineers and motormen	B.L.E. (primarily)
*Yard firemen and helpers	B.L.F.E.
<u>Road Service</u>	
Road passenger conductors	B.R.T.
Road freight conductors	B.R.T.
Road passenger brakemen and baggagemen	B.R.T.
Road freight brakemen	B.R.T.
*Road passenger engineers and motormen	B.L.E.
*Road freight engineers and motormen	B.L.E.
*Road passenger firemen and helpers	B.L.F.E.
*Road freight firemen and helpers	B.L.F.E.

B.R.T. - The Brotherhood of Railroad Trainmen.

B.L.F.E. - The Brotherhood of Locomotive Firemen and Enginemen.

B.L.E. - The Brotherhood of Locomotive Engineers.

* An indeterminate number of employees in these occupations hold dual union membership, being members of both the B.L.E. and the B.L.F. & E.

Tables 2, 3, and 4 show the numbers of employees in each occupational category of the running trades on both the Canadian National and the Canadian Pacific for the year 1963. These tables were presented to senior officers of each of the unions and they were asked, on the basis of their membership records, to provide an estimate of the number of members which they had in each occupational category.

TABLE 2

Railway Running Trades' Classifications, Numbers Employed, by Company, for the Year 1963, and Estimate of the Numbers in Each Classification Who were Members of the Brotherhood of Railroad Trainmen

Occupational Classification	Canadian National	Canadian Pacific	Total	Estimated Number of Union Members*
Yardmasters and assistants ..	326	323	649	643
Switch tenders	208	97	305	303
Yard foremen	1,157	726	1,883	1,866
Yard helpers	2,361	1,823	4,184	4,149
Road passenger conductors ...	312	186	498	494
Road freight conductors	1,112	812	1,924	1,905
Road passenger brakemen and baggagemen	704	406	1,110	1,100
Road freight brakemen	2,243	1,857	4,100	4,060
Totals	8,423	6,230	14,653	14,520

* The Brotherhood is the bargaining agent for all of the above categories and all employees therein are members of the B.R.T. The disparity in the figures is accounted for by the fact that some members intermittently lapse into delinquency in their membership, according to a senior officer of the B.R.T.

Source: D.B.S. 52-212.

TABLE 3

Railway Running Trades' Classifications, Numbers Employed, by Company, for the Year 1963, and Estimate of the Numbers in Each Classification Who were Members of the Brotherhood of Locomotive Firemen and Enginemen

Occupational Classification	Canadian National	Canadian Pacific	Total	Estimated Number of Union Members*
Hostlers	246	79	325	319
Yard firemen and helpers ...	949	579	1,528	1,515
Road passenger firemen and helpers	321	175	496	471
Road freight firemen and helpers	1,138	853	1,991	1,929
Totals.....	2,654	1,686	4,340	4,234

* Estimates provided by a senior officer of the B.L.F. & E.

Source: D.B.S. 52-212.

TABLE 4

Railway Running Trades' Classifications, Numbers Employed, by Company,
for the Year 1963, and Estimate of the Numbers in Each Classification
Who were Members of the Brotherhood of Locomotive Engineers

Occupational Classification	Canadian National	Canadian Pacific	Total	Estimated Number of Union Members
Yard engineers and motormen .	959	698	1,657)
Road passenger engineers and motormen	386	230	616	) 4,173
Road freight engineers and motormen	1,200	907	2,107)
Totals	2,545	1,835	4,380	4,173

Source: D.B.S. 52-212.

THE COMPANIES AND THE COLLECTIVE AGREEMENTS

This study is exclusively concerned with Canada's two major railway companies: The Canadian National Railways and the Canadian Pacific Railway Company. There are a number of smaller railway companies operating in Canada such as the Ontario Northland Railway, the Algoma Central and Hudson Bay Railway, the Toronto, Hamilton and Buffalo Railway, and the Midland Railway Company of Manitoba. The exclusion of these smaller railways is justified on the grounds that they tend to follow the principles and practices with respect to wages and working conditions that are established on the two major railways. In fact, in some instances, they are parties to joint collective bargaining with the major companies and the unions.

Canadian National Railways is divided into five operating regions: Atlantic, St. Lawrence, Great Lakes, Prairie, and Mountain. For the purposes of collective bargaining these territories or regions are combined to produce two units: the Atlantic, St. Lawrence and Great Lakes region, and the Prairie and Mountain region.

The Canadian Pacific Railway Company divides its railway operations into four regions: Atlantic, Eastern, Prairie, and Pacific. Here, again, the regions are combined for collective bargaining purposes to produce two units: the Eastern and Atlantic region, and the Prairie and Pacific region.

The payment systems and working conditions of the running trades reflect both the geographic division and the occupational differentiation of the group as well as the basic distinction between yard and road service and the different types of road service. All of these factors contribute to the differences in rates and conditions. The principles governing payment, however, are almost universally applied; the significant exception being that between yard and road service. There is also a difference in the application of overtime rates in the eastern and western regions but this is the only difference in principle throughout road service of all kinds.

The payments system and working conditions governing all running trades employees in all classes of service on the Canadian National Railways are inscribed in 22 collective agreements with the three running trades' labour unions: the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, and the Brotherhood of Railroad Trainmen. Fifteen of these agreements are between the unions and the Canadian National Railways exclusively, seven of them are jointly signed by the Canadian National and the Canadian Pacific. These joint agreements cover some employees who work in jointly owned or operated facilities such as the Toronto Terminals or the Northern Alberta Railway. A similar pattern applies to the Canadian Pacific which has approximately the same number of contracts with the unions as the Canadian National.

THE PAYMENT SYSTEM AND WORKING CONDITIONS OF YARD SERVICE EMPLOYEES

There was a total of 10,520 yard service employees working with the two major railway companies in 1963. They comprised just under half of the total running trades group. There are seven occupations in yard service: yardmasters and assistants, switch tenders, hostlers, yard foremen, yard helpers, yard engineers and motormen, and yard firemen and helpers (referred to in collective agreements as firemen/helpers).

The monthly average number of yard employees, the average annual hours actually worked per employee, and the average salaries and wages per hour per employee by occupation on the Canadian National are shown in Table 5. The same information for the Canadian Pacific is provided in Table 6.

TABLE 5
Canadian National

Occupation	Number of Employees (monthly average)	Average Annual Hours Actually Worked Per Employee (i.e., actual time on duty)	Average Salaries and Wages Per Hour Per Employee
Yardmasters and assistants ..	326	2,110	\$ 3.23
Switch tenders	208	2,008	2.19
Hostlers	246	2,164	2.34
Yard foremen	1,157	1,969	2.79
Yard helpers	2,361	1,945	2.59
Yard engineers and motormen .	959	2,415	2.86
Yard firemen and helpers	949	2,129	2.29
Total yard service employees.	6,206		

Source: D.B.S., "Railway Transport, 1963, Part VI, Employment Statistics."

TABLE 6
Canadian Pacific

Occupation	Number of Employees (monthly average)	Average Annual Hours Actually Worked Per Employee (i.e., actual time on duty)	Average Salaries and Wages Per Hour Per Employee
Yardmasters and assistants ..	323	1,803	\$ 3.37
Switch tenders	97	2,065	2.23
Hostlers	79	2,264	2.19
Yard foremen	726	2,159	2.80
Yard helpers	1,823	1,837	2.54
Yard engineers and motormen .	698	2,291	2.77
Yard firemen and helpers	579	2,159	2.17
Total yard service employees.	4,335		

Source: D.B.S., "Railway Transport, 1963, Part VI, Employment Statistics."

It should be noted that the average salaries and wages per hour are not the contract hourly rates but are obtained simply by dividing total compensation by the number of hours actually worked. This means that overtime earnings at premium rates and holiday and vacation payments are included. The consequence of this is that the earnings rates shown are higher than the hourly working rates.

The Basis of Pay

Yard service employees in both companies are paid on the day basis. The yard service employees work within their yard and the actual mileage that they cover is not a factor which has any relevance for their payment. The basic rule with respect to pay for yard employees states that eight hours or less shall constitute a day's work.

The normal pattern of work for yard employees is the forty-hour, five-day week. Overtime is paid for at the rate of time and one half.

Basic Daily Wage Rates

The basic daily wage rates in yard service are primarily differentiated by occupation although there is some variation with respect to the eastern and western regions, and within the western region itself. The rate for yard engineers on Canadian National (East) stood at \$21.27 on May 1, 1965; the rate on the Canadian National (West) on the same date ranged from \$21.88 to \$24.37. Yard engineers working on Canadian Pacific on September 16, 1965, had a daily rate of \$21.93 that applied to all areas. All yard service firemen on the Canadian National on May 1, 1965 had a daily rate of \$17.13. On April 1, 1965, all yard service firemen on the Canadian Pacific had a daily rate of \$17.01.

Four occupational categories in yard service come under the general heading of trainmen. The latest rates available for this group on the Canadian Pacific are September 1, 1964: car retarder operator, \$21.96; yard foreman, \$20.89; yardman, \$19.35; and switch tender, \$16.75. The corresponding Canadian National rates effective on May 1, 1965, were: car retarder operator, \$22.24; yard foreman, \$21.27; yardman, \$19.74; and switch tender, \$17.09. The basic daily rates for each yard occupation in all regions are given in Appendix B.

A brief note here on terminology may be useful. A hostler takes the engine from the engine crew at the end of a trip and returns it to the yard or shed. He also delivers it to the engine crew at the start of a trip. There are both inside hostlers who work within the yard and outside hostlers. A switch tender, or switcher, throws the track switches within a yard for loading, unloading, making up and breaking up trains. A car retarder operator controls track switches and the car retarder system to route and regulate the speed of freight cars entering a yard.

Holidays and Vacations

Prior to the enactment of the Canada Labour (Standards) Code in March 1965, yard service employees received seven paid statutory

holidays per year; yard service firemen on the Canadian National received only six paid statutory holidays. Under the Canada Labour (Standards) Code all employees receive eight statutory holidays.

All running trades employees receive paid annual vacations on the same basis: two weeks after one year of service, three weeks after twelve years, and four weeks after twenty-two years. The calculation of vacation pay is made on the basis of the previous year's gross earnings at the rates of 4 per cent, 6 per cent, and 8 per cent respectively. Train service employees in yard service are compensated for their annual vacations on a per diem basis.

- THE PAYMENT SYSTEM AND WORKING CONDITIONS OF ROAD SERVICE EMPLOYEES

Close to 13,000 employees were engaged in road service with the two major companies in 1963. This was slightly more than half of the total running trades group. Road service employees were distributed among eight different jobs: road passenger conductors, road freight conductors, road passenger brakemen and baggagemen, road freight brakemen, road passenger engineers and motormen, road freight engineers and motormen, road passenger firemen and helpers, and road freight firemen and helpers.

The monthly average number of road service employees, the average annual hours actually worked per employee, and the average salaries and wages per hour per employee by occupation on the Canadian National are shown in Table 7. The same information for the Canadian Pacific is provided in Table 8.

TABLE 7

Canadian National

	Number of Employees (monthly average)	Average Annual Hours Actually Worked Per Employee (i.e., actual time on duty)*	Average Salaries and Wages Per Hour Per Employee \$
Road passenger conductors ...	312	1,911	3.81
Road freight conductors	1,112	2,089	3.53
Road passenger brakemen and baggagemen	704	1,875	3.17
Road freight brakemen	2,243	2,002	3.06
Road passenger engineers and motormen	386	1,562	5.67
Road freight engineers and motormen	1,200	1,942	4.21
Road passenger firemen and helpers	321	1,629	4.62
Road freight firemen and helpers	1,138	1,927	3.37
Total road service employees.	7,416		

* This is not necessarily the same as time paid for.

Source: D.B.S., "Railway Transport, 1963, Part IV, Employment Statistics."

TABLE 8
Canadian Pacific

	Number of Employees (monthly average)	Average Annual Hours Actually Worked Per Employee (i.e., actual time on duty)*	Average Salaries and Wages Per Hour Per Employee
Road passenger conductors ...	186	1,843	\$ 4.12
Road freight conductors	812	2,032	3.63
Road passenger brakemen and baggage men	406	1,765	3.45
Road freight brakemen	1,857	1,746	3.08
Road passenger engineers and motormen	230	1,546	5.79
Road freight engineers and motormen	907	1,931	4.28
Road passenger firemen and helpers	175	1,451	4.40
Road freight firemen and helpers	853	1,968	3.30
Total road service employees.	5,426		

* This is not necessarily the same as time paid for.

Source: D.B.S., "Railway Transport, 1963, Part VI, Employment Statistics."

A caveat must be registered here similar to the one that has been given above with respect to the average salaries and wages of yard employees. The average salaries and wages shown include all premium and overtime payments as well as holiday and vacation payments.

The Basis of Pay

The system of payment for employees in road service, both passenger and freight, is one of the most complex systems of employee compensation in Canadian industry. One expert in this field has described it as a "fantastic jungle" and while this may be something of an overstatement it does serve to emphasize its complexity and the numerous variables which constitute elements of any single pay calculation. These are, in part, a reflection of the nature of work in road service which itself involves so many variable elements that it is difficult to obtain uniformity even in a number of trips between the same two points.

Road service employees are paid on a trip basis. Their wage rates differ by occupation, type of service, geographic region, and size of train. They may also qualify for additional compensation if they are delayed at their initial or final terminal or if they are required to perform certain extra services in the course of their duties. These are the major variables that contribute to the complexity of the system of payment of road service employees.

The foundation of payment in road service is known as the dual basis of pay system. It is not and never has been a double pay system, but refers to the fact that both miles run and time taken affect the level of compensation that the employee will receive. Thus, it is always necessary to know the number of miles run as well as the time taken in order to compute the appropriate payment earned. In engine passenger service the agreements specify that 100 miles or less, five hours or less, shall constitute a day's work. In engine freight service the provisions are that 100 miles or less, eight hours or less, shall constitute a day's work. The difference in hours here is a recognition of the greater speed of passenger trains. The dual basis of pay system also applies to conductors and trainmen in road service. Here there is some variation in the number of miles or hours which constitute a day's work but the principles governing the basis of pay are the same. These variations are shown in Table 9.

TABLE 9

The Bases of a Basic Day in Road Service, by Occupational Group, and Type of Service

Occupational Group and Type of Service	Miles	Hours	Average Minimum Speed
<u>Engineers and Firemen</u>			
Passenger service	100 or less	5 or less	20 m.p.h.
Freight service	100 or less	8 or less	12½ m.p.h.
<u>Conductors and Trainmen</u>			
Passenger service:			
Eastern and Atlantic	150 or less	7½ or less	20 m.p.h.
Prairie and Pacific	100 or less	5 or less	20 m.p.h.
Freight service	100 or less	8 or less	12½ m.p.h.

The dual basis of pay system is quite straightforward so long as the miles run are 100 or less and the time taken is five hours or less in passenger service or eight hours or less in freight service. In both cases the engine crew would qualify for a basic day's pay as specified in the appropriate collective agreement. For example, a Canadian National engineer who worked a passenger train between two points in the eastern region 100 miles apart, in five hours, would qualify for a day's pay ranging from \$15.48 to \$17.47. If he worked the same train in the western region his pay would range from \$15.73 to \$17.72.

These two examples bring in another factor that affects the engine crew's pay, the Weight on Drivers rule. This refers to the weight of the engine or diesel unit on its driving wheels. The average diesel unit weighs around 250,000 pounds. In certain circumstances an engine crew can find themselves in charge of as many as four or more units, and receive additional payment accordingly. On the Canadian Pacific Railway this rule was transformed into a unit differential in 1959 in response to total dieselization.

A detailed example of how the Weight on Drivers rule applies in one region is shown in Table 10. If an engine crew work a train any distance less than 100 miles, in any time less than five hours, they

qualify for the basic day's pay that is provided for that region, that class of service, and that weight of engine.

TABLE 10

An Example of the Application of
the Weight on Drivers Rule

Weight on Drivers Pounds (000)	Rates of Pay Effective May 1, 1965	
	Per Mile	Per Day
	¢	\$
Less than 140	15.48	15.48
140 to 170	15.59	15.59
170 to 200	15.71	15.71
200 to 250	15.82	15.82
250 to 300	15.93	15.93
300 to 350	16.03	16.03
350 to 400	16.14	16.14
400 to 450	16.25	16.25
450 to 500	16.36	16.36
500 to 550	16.48	16.48
550 to 600	16.59	16.59
600 to 650	16.70	16.70
650 to 700	16.81	16.81
700 to 750	16.92	16.92
750 to 800	17.02	17.02
800 to 850	17.13	17.13
850 to 900	17.24	17.24
900 to 950	17.36	17.36
950 to 1,000	17.47	17.47
1,000 and over	Add .08 for each additional 50,000 lbs.	

The above example is taken from the Canadian National agreement and relates to passenger service on the Atlantic and Central regions. It demonstrates a principle which is common to all areas and classes of engine service.

In all of the above circumstances there is little difficulty in the calculation of compensation. However, the complexity of the dual system of pay emerges whenever the number of miles run in a day exceeds 100 or when the time taken, irrespective of the number of miles run, exceeds five hours in passenger service or eight hours in freight service.

The same principles apply to the payment system for trainmen although the number of miles or hours which constitute a day's work are slightly different, as indicated in Table 9 above.

The basic daily rates for all occupational groups, in all classes of road service, in all regions, are provided in Appendix B.

Extra Mileage and Overtime in Road Service

Employees in road service may earn extra mileage pay plus overtime pay in addition to their basic daily rate. If a crew completes a run of more than 100 miles in a day (five hours or less in passenger service, eight hours or less in freight service) extra mileage payments are earned. A hypothetical case may illustrate this. Suppose an engineer completes a run of 150 miles in passenger service in five hours in a class of service where the basic daily rate is \$20. He would earn the basic daily rate of \$20 for his first 100 miles run plus an extra mileage payment for the additional 50 miles run beyond the basic day's work of 100 miles. The rate for the additional mileage is calculated by reducing the daily rate for 100 miles to a single-mile rate. This rate is then multiplied by the number of extra miles run and added to the basic daily rate. In our hypothetical case, the extra mileage payment would be \$10 (the single-mile rate of 20 cents times the 50 extra miles). Thus, the total compensation would be \$30. This example is illustrated in Table 11. Note that inflated rates have been used for computational facility.

TABLE 11

Hypothetical Illustration of the Application of the Extra Mileage Rule Where the Extra Mileage is Made Within the Basic Day of Five Hours in Passenger Service or Eight Hours in Freight Service

Basic daily miles	100
Basic daily rate	\$20.00
Daily rate reduced to the single-mile basis:	
$\frac{\$20.00}{100} = 20 \text{ cents per mile}$	
Length of actual run	150 miles
Payment calculation:	
100 miles (basic day)	\$20.00
<u>Plus:</u>	
50 extra miles at 20 cents per mile	\$10.00
<hr/>	
Total payment for 150 miles ..	\$30.00
<hr/>	

Overtime in road service is paid on the basis of a principle known as the "speed basis", compounded on the basic day in passenger and freight service. In passenger service a basic day is 100 miles or five hours, in freight service 100 miles or eight hours. On these bases it is evident that the minimum speed at which payment is made is 20 miles per hour in passenger service (100 miles divided by five hours), and $12\frac{1}{2}$ miles per hour in freight service (100 miles divided by eight hours). These two speeds are used to determine when overtime begins in these two classes of service. Irrespective of the number of miles run, overtime is not payable until the hours on road duty exceed the miles run divided by $12\frac{1}{2}$ or 20, the appropriate speed basis for the class of service. For example:

- (a) Engine crews in freight service become eligible for overtime after: 8 hours on a run of 100 miles or less,
10 hours on a run of 125 miles, or
12 hours on a run of 150 miles, etc.
- (b) Engine crews in passenger service become eligible for overtime after: 5 hours on a run of 100 miles or less,
7 hours on a run of 140 miles, or
8 hours on a run of 160 miles, etc.
- (c) Train crews in passenger service become eligible for overtime after: $7\frac{1}{2}$ hours on a run of 150 miles or less,
10 hours on a run of 200 miles, or
11 hours on a run of 220 miles, etc.
- (d) Train crews in freight service become eligible for overtime on the same basis as (a) above.

Tables 12 and 13 provide a detailed exposition of the points at which overtime begins on runs of from 100 to 199 miles on speed bases of both 20 miles per hour and $12\frac{1}{2}$ miles per hour.

Overtime is paid at pro rata (straight time) rates in all passenger service and in freight service on the western regions. Both companies pay time and one half rates for overtime in freight service on their eastern regions. This differential in overtime rates in freight service in the two regions dates back to the application of the McAdoo Award in 1919. This award, among other things provided for the payment of overtime in freight service at the rate of time and one half. This premium rate was provided by Supplement No. 24 to General Order No. 27. However, a corollary of this benefit was the requirement that initial and final terminal delay and junction switching allowances be relinquished. The employees in the western regions wished to retain these allowances and, therefore, declined to accept the premium overtime rate in freight service. The employees in the eastern regions accepted the award and relinquished the allowances.

The crucial point, necessary for an understanding of the overtime rule, is that two conditions must be met before overtime is payable:

- (1) the employee must have been on road duty in excess of the number of hours which constitute a basic day for the particular class of service in which he is working: five hours in passenger service and eight hours in freight service; and
- (2) the total miles run divided by the hours on road duty must produce an average speed of less than 20 miles per hour in passenger service and less than $12\frac{1}{2}$ miles per hour in freight service.

TABLE 12*

Time after which Overtime Begins on Runs 100 Miles to 199 Miles in Length, on Speed Basis of 20 Miles Per Hour

Distance Miles	Overtime Begins After Hours	Distance Miles	Overtime Begins After Hours	Distance Miles	Overtime Begins After Hours
100	5.00	134	6.42	168	8.24
101	5.03	135	6.45	169	8.27
102	5.06	136	6.48	170	8.30
103	5.09	137	6.51	171	8.33
104	5.12	138	6.54	172	8.36
105	5.15	139	6.57	173	8.39
106	5.18	140	7.00	174	8.42
107	5.21	141	7.03	175	8.45
108	5.24	142	7.06	176	8.48
109	5.27	143	7.09	177	8.51
110	5.30	144	7.12	178	8.54
111	5.33	145	7.15	179	8.57
112	5.36	146	7.18	180	9.00
113	5.39	147	7.21	181	9.03
114	5.42	148	7.24	182	9.06
115	5.45	149	7.27	183	9.09
116	5.48	150	7.30	184	9.12
117	5.51	151	7.33	185	9.15
118	5.54	152	7.36	186	9.18
119	5.57	153	7.39	187	9.21
120	6.00	154	7.42	188	9.24
121	6.03	155	7.45	189	9.27
122	6.06	156	7.48	190	9.30
123	6.09	157	7.51	191	9.33
124	6.12	158	7.54	192	9.36
125	6.15	159	7.57	193	9.39
126	6.18	160	8.00	194	9.42
127	6.21	161	8.03	195	9.45
128	6.24	162	8.06	196	9.48
129	6.27	163	8.09	197	9.51
130	6.30	164	8.12	198	9.54
131	6.33	165	8.15	199	9.57
132	6.36	166	8.18		
133	6.39	167	8.21		

* This type of table appears in most agreements covering road service.

TABLE 13*

Time after which Overtime Begins on Runs 100 Miles to 199 Miles in Length, on Speed Basis of $12\frac{1}{2}$ Miles Per Hour

Distance, Miles	Overtime Accrues After Hours	Distance, Miles	Overtime Accrues After Hours	Distance, Miles	Overtime Accrues After Hours
100	8.00	134	10.43	168	13.26
101	8.05	135	10.48	169	13.31
102	8.10	136	10.53	170	13.36
103	8.14	137	10.58	171	13.41
104	8.19	138	11.02	172	13.46
105	8.24	139	11.07	173	13.50
106	8.29	140	11.12	174	13.55
107	8.34	141	11.17	175	14.00
108	8.38	142	11.22	176	14.05
109	8.43	143	11.26	177	14.10
110	8.48	144	11.31	178	14.14
111	8.53	145	11.36	179	14.19
112	8.58	146	11.41	180	14.24
113	9.02	147	11.46	181	14.29
114	9.07	148	11.50	182	14.34
115	9.12	149	11.55	183	14.38
116	9.17	150	12.00	184	14.43
117	9.22	151	12.05	185	14.48
118	9.26	152	12.10	186	14.53
119	9.31	153	12.14	187	14.58
120	9.36	154	12.19	188	15.02
121	9.41	155	12.24	189	15.07
122	9.46	156	12.29	190	15.12
123	9.50	157	12.34	191	15.17
124	9.55	158	12.38	192	15.22
125	10.00	159	12.43	193	15.26
126	10.05	160	12.48	194	15.31
127	10.10	161	12.53	195	15.36
128	10.14	162	12.58	196	15.41
129	10.19	163	13.02	197	15.46
130	10.24	164	13.07	198	15.50
131	10.29	165	13.12	199	15.55
132	10.34	166	13.17		
133	10.38	167	13.22		

* This type of table appears in most agreements covering road service.

There are three basic factors which may contribute to the determination of an employee's earnings. Every day that he works he qualifies for:

- (1) the basic daily wage rate for his occupation and class of service.

He may also qualify for compensation for either one, or both of the following:

- (2) extra mileage compensation, and/or
- (3) overtime payment.

These three elements are the basic ones in determining earnings in road service. It should be noted, however, that employees may qualify for further compensation for services which earn so-called "arbitrary allowances." These arbitrary allowances are discussed later; here we are concerned with the really basic aspects of earnings.

The circumstances under which these various elements of compensation may enter the earnings calculation are shown in Table 14.

TABLE 14

Possible Components of Payment for any Single Trip Worked
by Engineers in Freight Service

(Basic Day: 100 miles or less, 8 hours or less)

Miles Run

<u>Time Taken</u>	Less than 100 Miles	100 Miles	More than 100 Miles
	(1)	(2)	(3)
Less than 8 hours	Basic Daily Rate	Basic Daily Rate	Basic Daily Rate + Extra Mileage
	(4)	(5)	(6)
8 hours	Basic Daily Rate	Basic Daily Rate	Basic Daily Rate + Extra Mileage
	(7)	(8)	(9)
More than 8 hours	Basic Daily Rate + Overtime	Basic Daily Rate + Overtime	Basic Daily Rate + Extra Mileage + Overtime

Table 14 illustrates that a road service trip may result in any one of four possible payment situations: an employee may qualify for the basic daily rate only; the basic daily rate plus an extra mileage allowance; the basic daily rate plus an overtime payment; or the basic daily rate plus an extra mileage allowance as well as an overtime payment. Let us repeat for emphasis here that overtime is earned when two conditions are met: in passenger service, whenever an employee is on duty for more than five hours and the total miles run divided by the total hours on duty produces an average speed of less than 20 miles per hour. Overtime is paid in freight service when the hours on duty exceed eight and the total miles run divided by the total hours on duty produces an average speed of less than $12\frac{1}{2}$ miles per hour.

The following examples illustrate these principles and are based on a recent study in the United States.¹ They relate to an engineer in freight service where the standard conditions apply (basic day of eight hours or less, 100 miles or less, average minimum speed of $12\frac{1}{2}$ m.p.h.). These examples are also shown in the various cells in Table 14.

Engineer A travels 80 miles in seven hours. He receives only the basic daily rate and no overtime (cell 1), despite the fact that his average speed is less than $12\frac{1}{2}$ m.p.h. If he had travelled 100 miles in seven hours he would still receive the basic daily rate (cell 2), as he would if he travelled 80 miles in eight hours (cell 4), or 100 miles in eight hours (cell 5).

Engineer A takes nine hours to travel 100 miles. He receives the basic daily rate plus one hour of overtime (cell 8).

Engineer A travels 125 miles in twelve hours. He receives the basic daily rate, plus extra mileage payment for 25 miles (excess over 100), plus two hours overtime (at $12\frac{1}{2}$ m.p.h. he should have made the trip in ten hours). This example is shown in cell 9.

There is another situation that resembles the one shown in cell 9 but which does not qualify for overtime payment:

Engineer A travels 150 miles in twelve hours. He receives the basic daily rate, plus extra mileage payment for 50 miles (excess over 100), but no overtime (his average speed was $12\frac{1}{2}$ m.p.h. and one condition of overtime payment is that the average speed be less than $12\frac{1}{2}$ m.p.h.).

A basic daily rate for an engineer in freight service in Canada, effective May 1, 1965, ranges from \$17.39 to \$21.81 according to the weight of the locomotive. This was the effective rate on the eastern region of the Canadian National for that date. The basic daily rates for all other companies, regions, and occupations are provided in Appendix B.

Cells (3) and (6) in Table 14 present the rather straightforward situation in which an employee runs more than 100 miles in eight hours or less. In such a case he qualifies for the basic daily rate plus an extra mileage payment with respect to the extra miles run. The payment for extra miles is made on the basis shown in Table 11.

¹ Reed C. RICHARDSON, *The Locomotive Engineer ...*, p. 78.

Where overtime is payable at the pro rata rate it is calculated by dividing the daily rate by 8 and multiplying this figure by the number of overtime hours. For example, with a daily rate of \$20 and a qualification for two hours overtime, the overtime earnings would be:

$$\$20 \div 8 \times 2 = \$5.00$$

Where overtime is payable at time and one half, the appropriate calculation in the same circumstances would be:

$$\$20 \div 8 \times 1\frac{1}{2} \times 2 = \$7.50$$

The principles underlying the examples shown in Table 14 apply to all other road service occupations and classes of service. The only modifications that have to be made to substitute for these other groups are the variations in daily mileage and hours requirements which constitute the basic day for the particular group with which we are concerned, and the use of the appropriate assumed rate of speed for that class of service.

Arbitrary Allowances

Road service employees may qualify for a number of so-called arbitrary allowances which provide additional compensation for specified extra services performed while on duty. These include such things as switching performed by a road crew, time lost through delays at the initial or final terminals, time held away from home terminal, and dead-heading (the necessary movement of a worker from one place to another on a train being worked by another crew).

When conditions call for such extra services being performed the employees concerned qualify for extra compensation as specified in the appropriate rule. For example, allowances are paid for the time during which a crew is on duty at its initial terminal prior to its departure. Similar allowances are payable for time on duty subsequent to their arrival at the final terminal.

Crews who are not assigned to regularly scheduled trains, and unassigned crews who are held at a terminal other than their home terminal longer than sixteen hours without being called for duty, are paid on a minute basis with a maximum of eight hours in each twenty-four hour period in which they are so held.

Graduated Wage Rates

We have already noted that basic daily wage rates for engine crews are graduated according to the weight of the engine they are working or the number of diesel units they are using. This is detailed in Table 10. The same kind of differential is applicable to trainmen in freight service. Basic rates for this group are increased with each block of twenty cars over eighty. Additions are also made to the basic daily rates in specified areas of the western region as a compensation for working in particularly difficult terrain. These are known as valley and mountain differentials; they are shown in Appendix B.

Monthly Mileage Limitations

To provide some measure of distribution of the available work and consequent earning opportunities, monthly mileage limitations have been incorporated into most of the agreements. These hold good except in cases of emergency or where there is a shortage of crews. Engineers and firemen, in both companies and in all areas, observe a limitation of 4,800 miles per month in passenger service and a limitation of 3,800 miles per month in all freight service. Conductors and trainmen in the eastern region of both companies observe a limitation of 6,000 miles per month in passenger service and a limitation of 4,300 miles per month in freight service. Conductors and trainmen on the western region of the Canadian Pacific observe a limitation of 5,700 miles per month in passenger service and a limitation of 3,800 miles per month in freight service. Conductors and trainmen on the western region of the Canadian National have been subject to 4,300 miles in freight and 6,450 miles in passenger service for several years.

It will now be evident that the basic daily wage rate for road service employees is not an adequate index of earnings. There are actually four factors which may contribute to such earnings:

- (1) the basic daily rate;
- (2) extra mileage payments;
- (3) overtime payments; and
- (4) a number of arbitrary allowances.

There is no authoritative study available which indicates the relative weight which ought to be given to each of these factors, in terms of their contribution to total earnings, for road service employees as a whole. However, one survey² of the breakdown of the earnings of engineers in the three classes of service in the United States provides some guidelines. The survey indicated that in passenger service approximately 50 per cent of the wage comes from the daily rate, about 34 per cent from extra mileage pay, 9 per cent from arbitrary allowances, and 3 per cent from overtime. It must be noted, of course, that due to the speed of passenger trains, passenger engineers seldom fail to make an average speed of 20 miles per hour and, as a result, they seldom qualify for overtime payment on a speed basis. The freight engineer, on the other hand, according to the survey, infrequently exceeds 100 miles and receives about 67 per cent of his earnings from the basic daily wage rate. He receives about 8 per cent from extra mileage; about 7 per cent from arbitrary allowances, and 20 per cent from overtime. Mileage is of little consideration to yard engineers. Their wage is made up of approximately 83 per cent from the basic daily rate, 5 per cent from arbitrary allowances, 8 per cent from overtime, and about 4 per cent from extra mileage pay.

Payment by Hours or Miles

Another way of analysing the dual basis of pay is to note that road service employees are paid on the trip basis and that between terminals, they are paid for miles run or hours elapsed, whichever produces the greater compensation. To determine the basis of pay (hours or miles) for runs over 100 miles, the miles run are divided by average speeds of $12\frac{1}{2}$ or 20 miles per hour in freight and passenger service respectively. Thus, for example, the equivalent time for a run of 125 miles in freight service is $125 \div 12\frac{1}{2} = 10$ hours. In this case pay would be claimed on

² Ibid., p. 81.

the mileage basis if the road trip took less than ten hours, and on the hourly basis if it took more than ten hours. No new principle is involved here; it is simply a slightly different statement of those already examined now being stated in terms of the way in which the employees choose which of the two claims (hours or miles) will maximize their compensation.

Two examples of the application of the dual basis of pay are given below. The first provides an example of the kind of situation in which a crew claims miles rather than hours; the second example shows the opposite kind of situation. These two examples are reproductions of payment claims which were actually made by road service crews. It should be noted that the examples are 1962 claims and are, therefore, calculated at a rate which is approximately 10 per cent less than 1965 rates.

Example 1

Run Based on Miles - Through Freight Train Crew, A to B (157 miles)

Going Trip

Crew reported for duty at A at	- 5:45 PM
Time train departed from A	- 7:45 PM
Time train arrived at B	- 1:05 AM
Crew went off duty at B at	- 1:40 AM
Actual miles run	- 157
Time on duty	- 7 hours 55 minutes

	<u>Hours</u>	<u>Miles</u>
Initial terminal time	- 2' 00"	25
Road time	- 5' 20"	157
Final terminal time	- 35"	7
Total	- 7' 55"	189

Total Earnings Conductor - Trip \$27.63 Hourly \$3.49

Brakeman - Trip \$24.25 Hourly \$3.06

Note: As the road miles of the trip were 157 and the running time was less than $12\frac{1}{2}$ hours (i.e., $157 \div 12\frac{1}{2}$), the crew claimed road time in miles rather than hours. As the crew was operating in unassigned service and were held away from their home terminal (A) for 25 hours and 35 minutes, they received another basic day's pay, conductor \$14.42 and brakeman \$12.63.

Return Trip

Crew reported for duty at B at - 3:15 AM
Time train departed from B - 4:20 AM
Time train arrived at A - 10:55 AM
Crew went off duty at A at - 11:30 AM
Actual miles run - 157
Time on duty - 8 hours 15 minutes

	<u>Hours</u>	<u>Miles</u>
Initial terminal time	- 1' 05"	13
Road time	- 6' 35"	157
Final terminal time	- 35"	7
Total	- 8' 15"	177

Total Earnings Conductor - Trip \$26.80 Hourly \$3.25

Brakeman - Trip \$23.33 Hourly \$2.83

Note: As in the going trip, the crew claimed road time in miles rather than hours.

Summary

	<u>Total Elapsed Time</u>			<u>Total Time on Duty</u>		
	<u>Earnings</u>	<u>Hours</u>	Average Hourly <u>Earnings</u>	<u>Earnings</u>	<u>Hours</u>	Average Hourly <u>Earnings</u>
	\$		\$	\$		\$
Conductor	68.85	41' 45"	1.65	68.85	16' 10"	4.26
Brakeman	60.21	41' 45"	1.44	60.21	16' 10"	3.73

Example 2

Run Based on Hours - Wayfreight Engineer, A to B (45 miles)

Going Trip

Engineer reported for duty at A at - 6:30 AM
Time train departed from A - 8:25 AM
Time train arrived at B - 4:50 PM
Engineer went off duty at B at - 6:35 PM
Actual miles run - 45
Time on duty - 12 hours 05 minutes

	<u>Hours</u>	<u>Miles</u>
Initial terminal time	- 1' 55"	23
Road time	- 8' 25"	105
Final terminal time	- 1' 45"	22
	<hr/>	<hr/>
Total	- 12' 05"	150

Total Earnings - Trip \$23.28 Hourly \$1.93

Note: As the road miles of the trip were less than 100 and the running time exceeded 8 hours, in this case 8 hours and 25 minutes, the trip was claimed in hours. Time in excess of 8 hours was paid at overtime rates.

Return Trip

Engineer reported for duty at B at - 6:00 AM
Time train departed from B - 7:30 AM
Time train arrived at A - 2:55 PM
Engineer went off duty at A at - 4:20 PM
Actual miles run - 45
Time on duty - 10 hours 20 minutes

	<u>Hours</u>	<u>Miles</u>
Initial terminal time	- 1' 30"	18
Road time	- 7' 25"	93
Final terminal time	- 1' 25"	17
Total	- 10' 20"	128

Total Earnings - Trip \$19.54 Hourly \$1.89

Note: As in the going trip, the trip was claimed in hours, and time and one half rates were paid after 8 hours.

Summary

	<u>Total Elapsed Time</u>			<u>Total Time on Duty</u>		
			Average			Average
	<u>Earnings</u>	<u>Hours</u>	Hourly	<u>Earnings</u>	<u>Hours</u>	Hourly
	\$		\$	\$		\$
Engineer	42.82	33' 50"	1.27	42.82	22' 25"	1.91

Table 15 is taken from one of the recent collective agreements; this type of table is included in most of them and provides the conversion of overtime minutes in freight service, at time and one half, into miles.

TABLE 15

Table Showing Time and One Half for Overtime ($18\frac{3}{4}$ miles per hour)
Expressed in Miles; Applicable to Road Freight, Transfer and
Yard Switching Service, from 3 Minutes to 8 Hours, Inclusive

Overtime	Miles	Overtime	Miles	Overtime	Miles	Overtime	Miles
3....	1	2:05....	39	4:06....	77	6:08....	115
6....	2	2:08....	40	4:10....	78	6:11....	116
10....	3	2:11....	41	4:13....	79	6:14....	117
13....	4	2:14....	42	4:16....	80	6:18....	118
16....	5	2:18....	43	4:19....	81	6:21....	119
19....	6	2:21....	44	4:22....	82	6:24....	120
22....	7	2:24....	45	4:26....	83	6:27....	121
26....	8	2:27....	46	4:29....	84	6:30....	122
29....	9	2:30....	47	4:32....	85	6:34....	123
32....	10	2:34....	48	4:35....	86	6:37....	124
35....	11	2:37....	49	4:38....	87	6:40....	125
38....	12	2:40....	50	4:42....	88	6:43....	126
42....	13	2:43....	51	4:45....	89	6:46....	127
45....	14	2:46....	52	4:48....	90	6:50....	128
48....	15	2:50....	53	4:51....	91	6:53....	129
51....	16	2:53....	54	4:54....	92	6:56....	130
54....	17	2:56....	55	4:58....	93	6:59....	131
58....	18	2:59....	56	5:01....	94	7:02....	132
1:01....	19	3:02....	57	5:04....	95	7:06....	133
1:04....	20	3:06....	58	5:07....	96	7:09....	134
1:07....	21	3:09....	59	5:10....	97	7:12....	135
1:10....	22	3:12....	60	5:14....	98	7:15....	136
1:14....	23	3:15....	61	5:17....	99	7:18....	137
1:17....	24	3:18....	62	5:20....	100	7:22....	138
1:20....	25	3:22....	63	5:23....	101	7:25....	139
1:23....	26	3:25....	64	5:26....	102	7:28....	140
1:26....	27	3:28....	65	5:30....	103	7:31....	141
1:30....	28	3:31....	66	5:33....	104	7:34....	142
1:33....	29	3:34....	67	5:36....	105	7:38....	143
1:36....	30	3:38....	68	5:39....	106	7:41....	144
1:39....	31	3:41....	69	5:42....	107	7:44....	145
1:42....	32	3:44....	70	5:46....	108	7:47....	146
1:46....	33	3:47....	71	5:49....	109	7:50....	147
1:49....	34	3:50....	72	5:52....	110	7:54....	148
1:52....	35	3:54....	73	5:55....	111	7:57....	149
1:55....	36	3:57....	74	5:58....	112	8:00....	150
1:58....	37	4:00....	75	6:02....	113		
2:02....	38	4:03....	76	6:05....	114		

Turn-Around Service

There are special rules which apply to a type of road service which is known as turn-around service. Turn-around service is a situation in which a crew travels from point A to point B and then returns to point A in continuous service. Freight crews may be called for turn-around service only if the distance from the initial terminal to the turn-around point is less than 100 miles. Train crews in passenger service may be called for turn-around service if the distance from the

initial terminal to the turn-around point is less than 150 miles. This arrangement is of advantage to the companies as it provides them with a cheaper operation, in terms of employee earnings, than would be obtained in straight-away service (minimum 100 miles pay) for each leg of the round trip.

A statement of the turn-around rule, in contract language, is shown below. This particular rule is Article 2, paragraph 3, of a recent collective agreement between the Canadian Pacific and the Brotherhood of Locomotive Engineers:

Regularly established passenger runs of less than 100 miles one way shall be considered as continuous runs, from time ordered for, until laid-up at end of the day and shall be paid at the rate of $12\frac{1}{2}$ miles per hour and overtime pro rata, with a minimum of 100 miles per day exclusive of initial terminal time first trip; but if the miles run, or the miles run and the service performed and switching, together with all time held at terminal and turn-around points between trips where engines are not turned over to enginehouse staff, combined at the end of day, exceed $12\frac{1}{2}$ miles per hour, then the mileage will be paid.

Note that the $12\frac{1}{2}$ m.p.h. speed is used for computing payment in these shorter turn-around runs. It lessens the possibility of inequality in pay where a crew is held on duty for long periods at the turn-around point, as might happen on some suburban runs.

Tables 16 and 17 provide detailed examples of the turn-around rule in operation.

TABLE 16

Example No. 1 (Passenger Service - Atlantic and Eastern Regions) Two Round Trips between A and B; Distance A to B, 25 Miles; One Hour at B First Trip; Five Hours at A between Trips; Three Hours at B Second Trip; Engineer Ordered at A for 7:45 AM

Time Legend	Mileage Equivalent
Report for duty at A at....., 7:30 AM	
Leave shop track at A at 7:45	3 miles prep. time
Leave station at A at 8:00	3 miles init. ter. time
Arrive station at B at 9:00	25 actual miles run
Turn train and leave B at ... 10:00	$12\frac{1}{2}$ miles
Arrive station at A at 11:00	25 actual miles
Released from duty at A at .. 11:45	$9\frac{1}{4}$ miles
Report for duty at A at 3:15 PM	
Leave station at A at 4:00	$9\frac{1}{2}$ miles
Arrive station at B at 5:00	25 actual miles run
Turn train and off duty	
at B at 5:30	$6\frac{1}{4}$ miles
Report for duty at B at 7:45	
Leave station at B at 8:00	3 miles
Arrive station at A at 9:00	25 actual miles run
Arrive shop track at A at ... 9:30	
Off duty at A at 9:45	$9\frac{1}{4}$ miles final terminal time
Total	155 miles

Total elapsed time 14 hours 15 minutes at $12\frac{1}{2}$ miles per hour, 178 miles; elapsed time being greater, time is paid - namely, 178 miles.

This first example is illustrative of a case in which the compensation is based on the total elapsed time at $12\frac{1}{2}$ miles per hour as provided for in the rule. The mileage allowance for the actual mileage made, and the time on duty, being less than the mileage represented by the total elapsed time, continuous time is paid for.

TABLE 17

Example No. 2

One Round Trip Between A and B; Distance A to B, $77\frac{1}{2}$ Miles;
Five Hours 15 Minutes at B; Engineer Ordered at A for 7:15 AM

Time Legend	Mileage Equivalent
Report for duty at A at 7:00 AM	
Leave shop track at A at 7:15	3 miles prep. time
Leave station at A at 7:30	3 miles init. ter. time
Arrive station at B at 9:45	$77\frac{1}{2}$ actual miles run
Off duty at B at 10:35	$10\frac{3}{4}$ miles
Report for duty at B at 2:20 PM	
Leave Station at B at 3:00	$8\frac{1}{4}$ miles
Arrive at station at A at ... 5:25	$77\frac{1}{2}$ actual miles run
Arrive shop track at A at ... 5:45	
Off duty at A at 6:00	$7\frac{1}{4}$ miles
Total	187 miles

Total elapsed time 11 hours at $12\frac{1}{2}$ miles per hour, $137\frac{1}{2}$ miles; actual miles being greater, payment is made on the basis of miles run - 187 miles.

Crew Consist Rules

There are a number of rules in the agreements which specify the number and category of crew members which must be used under a variety of conditions. These rules, called crew consist rules, have particular significance for the trainmen's occupations. There is no reference to crew consist rules in the engineers' agreements; one and only one engineer is required on all locomotives. A locomotive fireman is required on all locomotives in passenger service with the exception of the single unit, self-propelled car known as a "Budd" car. Firemen are not used in freight service. (In a communication, the Canadian Pacific state: "While firemen are not required for the operation of freight trains or yard assignments, where available they are being used in accordance with the collective agreement. However, when those employed as firemen in these two classes of service change their status, no replacement is hired.")

The crew consist rules for trainmen in mixed train service call for a work complement of one conductor and two brakemen. A mixed train is defined as a timetable train composed of freight cars, passenger coach or coaches, and a baggage or combination car; it does not include a freight train which has a passenger car attached to it. In all freight work, the crew consist rules also call for a complement of one conductor and two brakemen.

In passenger service, the crew required under the rules varies by type of service, size of train, and the nature of the work performed. This is provided in detail in Table 18 below.

TABLE 18

Trainmen Complements Required in Passenger Service
Under Crew Consist Rules

Type of Service and Work Performed	Crew Consist				Total
	Conduc- tors	Bagg- agemen	Brake- men	Flag- men	
Passenger service (standard)	1	-	2	-	3
If handling a local baggage car	1	1	1	-	3
If 8 or more cars are handled	1	1	1	1	4
Passenger service with self-propelled single or multiple car service and/or self-propelled and trailer car service:					
A. Single car service:					
(i) Without checked baggage, mail or express	1	-	-	-	1
(ii) With checked baggage, mail or express	1	1	-	-	2
B. Two car service:					
(i) Without checked baggage, mail or express	1	-	1	-	2
(ii) With checked baggage, mail or express	1	1	-	-	2
C. More than two cars:					
(i) Without checked baggage, mail or express	1	-	2	-	3
(ii) With checked baggage, mail or express	1	1	1	-	3
D. If 8 or more cars	1	1	1	1	4

There is no significant difference between the crew consist rules of the eastern and western regions. The above are taken from the C.P.R. rules but are basically the same as those that apply on the C.N.R.

The agreements provide that a yard crew will consist of not less than one foreman and two yardmen, except in specified yards where the crew will be made up of one foreman and one yardman. The western region agreements provide that a yard crew will consist of one foreman and two yardmen except where special arrangements have been made between the company concerned and the union officers.

Holidays and Vacations

Road service employees received no paid statutory holidays prior to the enactment of the Canada Labour (Standards) Code in March 1965. Under the provisions of the Labour Code they are now entitled to eight statutory holidays per year. Yard service employees, before the Labour Code came into effect, received seven statutory holidays.

As mentioned previously, all running trades employees receive paid annual vacations on the same basis: service employees: two weeks after one year of service, three weeks after twelve years, and four weeks after twenty-two years. Vacation pay is calculated on the basis of the previous year's gross earnings at the rates of 4 per cent, 6 per cent, and 8 per cent respectively.

HEALTH AND WELFARE BENEFITS AND PENSIONS

Running trades employees who are members of the Brotherhood of Railroad Trainmen are covered by a contributory health and welfare plan similar to that which covers all the non-operating employees in both companies. It is a joint plan in which both the Canadian National and the Canadian Pacific participate.

The basic coverage provides weekly indemnity benefits and life insurance for all participating employees. It also provides specified surgical and medical coverage for all participating employees and their eligible dependants. Optional coverage for additional medical and surgical services are available upon payment of an additional premium.

Contributions to the plan amount to \$11.10 per month; the employee pays \$5.55 per month and this contribution is matched by his company. The basic benefits are as follows:

(a) Weekly Indemnity Benefit

This is a compensation for loss of income solely due to sickness or accident. Weekly benefit amounts to 75 per cent of the employee's basic pay but it has a maximum of \$50 per week and a maximum duration of thirteen weeks for each separate sickness or injury.

(b) Life Insurance

Life insurance of \$1,000 is provided.

(c) Surgical and Medical Benefits

Specified surgical and medical benefits are provided for employees and eligible dependents. Eligible dependents include employee's spouse and unmarried children under 19 years of age.

The benefits consist of allowances for the following services:

- (i) surgical operations - including treatment of fractures or dislocations;
- (ii) administration of an anaesthetic during surgery;
- (iii) medical treatment in hospital for non-surgical cases covering one visit per day for not more than one year for any one illness;
- (iv) medical treatment in the home or in the doctor's office;
- (v) maternity - including pre-natal and post-natal care;

- (vi) one consultation with a specialist during any one illness if referred to him by own doctor;
- (vii) five visits for well baby care during the first two years of a baby's life.

Employees who were members of the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen received a cash payment in lieu of a health and welfare benefit plan until 1964. At that time, a joint plan was established between both of these groups of employees and the two companies. This plan provides weekly indemnity benefits and life insurance. The employing railway pays the full cost of the plan. The basic benefits are:

(a) Weekly Indemnity Benefit

Weekly indemnity is compensation for loss of wages due to non-occupational accident or sickness. Weekly benefit amounts to \$65 per week with a maximum duration of twenty-six weeks for each sickness or injury.

(b) Life Insurance

Life insurance of \$1,000 is provided.

Pensions

Both companies have pension plans that cover all employees; they are of a contributory nature. The employee's contribution to the Canadian National pension plan amounts to 5 per cent of earnings. On the Canadian Pacific, the employee's contribution is at the rate of 6 per cent of earnings. In both companies, employee participation in the pension plans is compulsory and payment is made on the basis of payroll deductions.

The pension that retired employees of Canadian National receive is established by the individual's average monthly earnings in his last sixty months of service or in any five consecutive years, whichever is the larger. Calculation of the pension is then made by taking $1\frac{1}{2}$ per cent of the established base for each year of service.

The Canadian Pacific pension for a retired employee is calculated in a slightly different manner. In this case, the base for the pension calculation is the average monthly earnings for the last five years of service or for any other period of five consecutive calendar years, whichever happens to be the higher. An employee is entitled to $1\frac{1}{8}$ per cent of this base rate for each year of service up to and including the year 1936, and for every year thereafter $1\frac{1}{4}$ per cent of the base rate is added. The normal retirement age in both companies is 65.

Both Canadian National and Canadian Pacific revised their pension plans rules to provide integration in the Canada Pension Plan, which has the effect of altering the above formulas for earnings under \$5,000 a year.

SENIORITY

Seniority rules and provisions are important considerations from the employee's point of view in industry generally. In the railway running trades they occupy a position of crucial significance. This is understandable in terms of a number of conditions which prevail in the railroad industry. The running trades employees are faced with irregularity in assignment, this being dependent upon fluctuating traffic volumes and other variables; they are also faced with a lack of job mobility outside their industry. In the face of such conditions they have developed elaborate, and somewhat rigid, seniority rules. Such rules exercise influence not only on whether a man will be working at a particular time but also on the particular job that he will be doing. This latter situation derives from the fact that the rules provide that seniority determines who will obtain new jobs or runs that may be opening up. New positions are filled by the "bidding" system. The positions are posted publicly and employees within that seniority district may put in bids to be allocated to the new position or run. Of those who make such a bid, the employee with the most seniority must be offered the job, provided he is qualified to hold it.

Seniority is also a determining factor when runs or positions are being abolished. If a job held by a senior man is abolished he may utilize his seniority to "bump" a man who has less seniority. The senior man takes over the job of the man with less seniority. The man who has been displaced then exercises his seniority to "bump" someone lower than himself. So it goes on until the man at the bottom is knocked out altogether.

There are many seniority districts on the two companies and there is no uniformity either within or between them. A seniority district cannot be defined other than by its specified boundaries; the reasons for these can be explained only in terms of their history. The situation is further complicated by the fact that the various union groups tend to observe different seniority districts for their members. Road service employees and yard service employees in train service also tend to belong to different seniority groups, although there are exceptions where these two services have been integrated within one seniority list. Such arrangements permit an employee who normally works in road service to take work in yard service under certain conditions and vice versa. The Canadian Pacific and the Brotherhood of Railroad Trainmen signed an agreement in principle, on November 7, 1962, with respect to the establishment of interchangeable rights between yard and road service. By 1965, this objective had still not been achieved due to differences between the union and the company about how the integration of the separate seniority lists should be done. The union, following established practice in the United States, wants the application of a principle known as the "top over bottom" system in the consolidation of the lists. In such an approach an employee holds prior rights in his normal area of work. Thus, a yardman who had the highest seniority on his yard seniority list would take a seniority position, for road service, immediately below the bottom man on the road list which was being merged with his yard, on the date of integration.

Interchangeable seniority rights for trainmen have been in effect in the eastern region of the Canadian National for a number of years.

Both companies, apparently, have been pressing for the adoption of a principle known as "dove-tailing" where the two lists are merged on the basis of seniority dates irrespective of which lists they happen to be. This problem, which illustrates the complexity of the seniority rules, is still unresolved.

Within road service itself, passenger and freight groups maintain separate seniority. Also, an employee can only hold seniority in one district and this is not transferable to any other district.

It is somewhat hazardous to attempt generalizations with respect to the nature of seniority districts but the following are advanced as being conditions of fairly general applicability:

- (a) the seniority districts in passenger service tend to be wider, i.e., they encompass more miles, than those in freight service;
- (b) the seniority districts in the western regions tend to be wider than in the east;
- (c) in yard service, an employee's seniority tends to be confined to the particular yard in which he is employed. There are exceptions to this; usually where two or more yards are close to each other. Trainmen in yard service, for example, have a joint seniority list for the following yards: Windsor, London, Goderich, Guelph, Woodstock and Chatham.

One characteristic of the seniority rules is that they work toward labour immobility since an employee must only work within his own seniority district. The only exception to this is that an employee may be permitted a temporary transfer to another district. Some examples of seniority districts are given below. These are all seniority districts of Canadian Pacific trainmen in freight service.

Example 1

Home terminal - Schrieber, Ont.
Seniority extends: west to Fort William and
east to White River.

Example 2

Home terminal - North Bay, Ont.
Seniority extends: west to Cartier and
east to Chalk River.
This group also holds seniority out of MacTier, Ont.
Seniority extends north to Cartier.
They also hold seniority on branch lines out of Sudbury, Ont.
Seniority extends to Sault Ste. Marie.

This is an example of a broad seniority district in the eastern region.

Example 3

Home terminal - London, Ont.
Seniority extends: west to Windsor and
east to Toronto.

Example 4

Home terminal - Toronto (two districts)

District 1 - Seniority extends: east to Trenton

District 3 - Seniority extends: north to MacTier,
south to Hamilton, and
north to Owen Sound.

See Appendix F for an example of the layout of seniority for a whole region.

While the present patterns of seniority boundaries may be criticized on their lack of uniformity, one has to take into account the fact that the senior employees have vested interests in the existing system. In an industry where long service, and the seniority that it provides, alone guarantees stability of employment, suspicion of any efforts to change the existing pattern is to be expected. Nevertheless, it has to be noted that it was the union, the Brotherhood of Railroad Trainmen, which took the initiative in seeking both interchangeable seniority rights and a broadening of the seniority districts in 1961.

THE RAILWAY RUNNING TRADES WORK FORCE, 1920 AND 1963

In 1920 the total of running trades employees working on the two major Canadian railways came to 31,359. Figures for separate companies are not available but we can distinguish between the numbers in road and yard service. These totals were as follows: road service, 21,925; yard service, 9,434. In road service, the largest groups of employees were those who were occupied as road freight brakemen, road freight firemen and helpers, and road freight engineers and motormen; road passenger conductors comprised the smallest occupational group. In yard service, yard brakemen were the largest occupational group, followed by yard firemen/helpers; yard conductors, and yard engineers and motormen followed with a similar numerical strength; yard helpers comprised the smallest group.

The average wage per hour for occupational groups in road service in 1920 ranged from \$1.24 for passenger engineers to 69 cents for brakemen; the latter group comprised almost one third of the total road service working force. In yard service, the range of the average hourly wage was somewhat narrower: from a high of 89 cents per hour for yardmasters and assistants to 41 cents per hour for yard helpers. In this class of service, the average hourly earnings of engineers and motormen stood at 87 cents in 1920; this was 37 cents per hour less than the earnings of engineers and motormen in road passenger service, and 16 cents per hour less than the earnings of engineers in road freight service. These differentials are largely explicable in terms of the different basic rates for each class of service and the number of hours worked.

The total number of employees in all types of running trades occupations underwent considerable reduction over the period 1920 to 1963; from 31,359 to 23,383, a reduction of 25.4 per cent. The number of yard service employees actually increased from 9,434 to 10,541; the heavy reduction was confined to road service employees where the total number of employees fell from 21,925 in 1920 to 12,842 in 1963, a reduction in this class of service of 41.4 per cent. During this period all occupational categories in road service were subject to reductions, with the road freight firemen and helpers registering the greatest job loss with a reduction of 2,142; the road freight brakemen followed with a job loss over the period of 1,966.

The detailed position with respect to the strength and distribution of the work force in the running trades in the years 1920 and 1963 is provided in Tables 19 to 22. It should be noted here that occupational titles shown in these tables are not in every case the same as are used today.

TABLE 19

Monthly Average Numbers of Road Service Employees,
Average Annual Hours Actually Worked, and Average Salaries
and Wages Per Employee, by Occupation (1920)

Occupation	Number of Employees (monthly average)	Average Annual Hours Actually Worked Per Employee (i.e., actual time on duty) for Year 1920	Average Salaries and Wages Per Hour Per Employee, 1920
Road passenger conductors	860	3,035	\$.95
Road freight conductors	2,809	3,131	.89
*Road passenger brakemen and baggagemen	1,978	2,901	.71
Road freight brakemen	6,066	2,971	.69
Road passenger engineers and motormen	1,144	2,695	1.24
Road passenger firemen and helpers	1,193	2,567	.96
Road freight firemen and helpers.	4,133	2,523	.78
Road freight engineers and motormen	3,742	2,778	1.03
Total road service employees	21,925		

* This classification has been combined from two separate entries.
Source: D.B.S. Railway Statistics, 1920, pp. 24 and 25.

TABLE 20

Monthly Average Numbers of Yard Service Employees,
Average Annual Hours Actually Worked, and Average Salaries
and Wages Per Employee, by Occupation (1920)

Occupation	Number of Employees (monthly average)	Average Annual Hours Actually Worked Per Employee (i.e., actual time on duty) for Year 1920	Average Salaries and Wages Per Hour Per Employee 1920
*Yardmasters and assistants	473	2,945	\$.89
Switch tenders	535	2,701	.54
Hostlers	944	2,382	.64
Yard foremen	-	-	-
Yard helpers	360	2,578	.41
Yard engineers and motormen	1,362	2,802	.87
Yard firemen and helpers	1,450	2,648	.67
**Yard conductors	1,385	3,200	.77
**Yard brakemen	2,925	2,406	.71
Total yard service employees	9,434		

* This classification has been combined from two separate entries.

** These classifications are not reported in this fashion in recent publications.

Source: D.B.S. Railway Statistics, 1920, pp. 24 and 25.

TABLE 21

Monthly Average Numbers of Road Service Employees in
1920 and 1963 by Occupational Category

Occupation	Number of Employees (monthly average) 1920	Number of Employees (monthly average) 1963*
Road passenger conductors	860	498
Road freight conductors	2,809	1,924
**Road passenger brakemen and baggage men	1,978	1,110
Road freight brakemen	6,066	4,100
Road passenger engineers and motormen	1,144	616
Road passenger firemen and helpers ..	1,193	496
Road freight firemen and helpers	4,133	1,991
Road freight engineers and motormen .	3,742	2,107
Total road service employees	21,925	12,842

* These figures have been combined from figures reported separately for
C.N. and C.P.

** This classification has been combined from two separate entries.

Sources: D.B.S. Railway Statistics, 1920, pp. 24 and 25.

D.B.S. Railway Statistics, 1963.

TABLE 22

Monthly Average Numbers of Yard Service Employees in
1920 and 1963 by Occupational Category

Occupation	Number of Employees (monthly average) 1920	Number of Employees (monthly average) 1963*
**Yardmasters and assistants	473	649
Switch tenders	535	305
Hostlers	944	325
Yard foremen	-	1,883
Yard helpers	360	4,184
Yard engineers and motormen	1,362	1,657
Yard firemen and helpers	1,450	1,528
***Yard conductors	1,385	-
***Yard brakemen	2,925	-
Total yard service employees	9,434	10,541

* These figures have been combined from figures reported separately for
C.N. and C.P.

** This classification has been combined from two separate entries.

*** These classifications are not reported in this fashion in recent
publications. (Yard foremen were formerly called yard conductors, and
yard helpers were called yard brakemen.)

Sources: D.B.S. Railway Statistics, 1920, pp. 24 and 25.

D.B.S. Railway Statistics, 1963.

HISTORICAL BACKGROUND

The pattern of wages and working conditions on Canadian railways during the nineteenth and early twentieth centuries was bound up with patterns existing in the United States. Some railway wage rates and working conditions were similar in Canada and the United States for many years before they were officially equalized for workers in both countries at the time of the McAdoo award.¹ The similarities were due to: (1) ease of workers crossing the border, (2) lack of seniority principle and pension plans, (3) the international nature of the unions, and (4) the traffic interchanged between the two nations.

The seniority principle and pension plans based on years of service now penalize railway workers who shift from one country to another. In the early days, however, prior to seniority rights and pensions, when wage rates in Canada were lower workers drifted across the border to the United States, and Canadian railways had difficulty retaining qualified men, especially during the late summer and early fall seasonal peaks in business. The railway running trades unions were international in scope and sought equal pay for the same work in both countries. Lastly, there was a large amount of traffic interchanged between the two countries with Canadian railways operating in the United States, and American lines running in Canada paying wages on the American scale.²

During the early part of the twentieth century the historical trend toward standardized wages and working conditions in the railroad industry gained momentum. The McAdoo award in the United States and the decision of the Canadian government to accept and apply the award in Canada was a significant step in the trend. Since the principle of the McAdoo award was closely followed in Canada, the development of wage rates and working conditions in the Canadian railroad industry can only be understood with reference to events occurring in the United States. For this reason, it is necessary to explore the background and context of events and legislation leading to and following the McAdoo award in the United States, and its subsequent application in Canada.

A number of principles emerged from the legislation which preceded the McAdoo award, including: (1) the eight-hour day, (2) overtime pay at a rate that discouraged the railways from making employees work more than eight hours a day, (3) cost of living as a basis for wages, and (4) the "living" wage. The historical conditions leading to legislative changes in Canada will be traced around the emergence of these principles in the United States.

¹ A.W. CURRIE, *Economics of Canadian Transportation*, 2nd. ed. (Toronto, University of Toronto Press, 1959), p. 409.

² *Ibid.*, p. 409.

The United States: Pre-World War I

Wage Differentials

Prior to 1917 railroad employees were paid according to a system of wage differentials between classes of service performed, employees within classes on the basis of main line, branch, and yard service, and different regions of the country.

Differentials between classes of employees were based upon the relative training and skill required for the proper performance of the duties of each class. Within the classes of service, wages varied according to the degree of responsibility and regularity of work for line, branch, and yard service employees.

On railroads west of the Mississippi River, workers were paid at a higher rate than those of the eastern and southern districts, the eastern being the lowest and the southern occupying middle ground.

Until 1900, the highly skilled classes (engineers and conductors) received approximately twice as much as the less skilled firemen and trainmen. The differentials gradually decreased until 1912, after which they remained fixed until the railroads were taken over by the government during the First World War. At the beginning of federal control, firemen in the train service were receiving about 65 per cent of the wages paid to engineers, and trainmen received about 60 per cent of the wages paid to conductors.

The majority of wage differentials which existed were based on conditions of long standing and in accordance with work rules generally accepted among the respective classes of employees. Acceptance was based upon agreements which had been negotiated between the workers and the railroads, or because of traditions and customs established through long years of development.

Prior to 1874, the usual procedure for establishing pay and work rules for engineers was through either verbal agreements between each individual engineer, or between his local division and the railroad; or via a posted schedule established by the railroad. The period of greatest growth for written agreements came after 1880. These written agreements covered methods of payment, rules and other aspects of the employment relationship between the engineers and the railroads.

The wages of workers who were strongly organized were uniformly higher than those of the unorganized classes. The four unions representing the running trades and the Switchmen's Union of America had been successful in negotiating relatively high wage scales for the workers represented by them. Some degree of wage standardization had been brought about in a few branches of railroad service through concerted efforts of the more highly organized groups. In 1912, engineers of the western region handed in demands for a standard increase throughout the western territory, and in 1913 the firemen in the eastern region were successful in getting a standard increase on all railroads north of the Ohio and east of the Mississippi. In the union shops of the western and southeastern regions, wages were more or less standardized for organized employees. The unorganized employees were not so fortunate and wages varied widely from point to point and from road to road for the same occupation. It was not until the spring of 1916 that the four brotherhoods representing the running trades pooled their efforts in an attempt

to secure uniform increases for all branches of the running trades throughout the entire United States. Their joint efforts proved successful with the passage of the Adamson Law in September 1916.

Computation of Payments

The computation of wages for the running trades differed from that of any other class as they were based on a rate per mile run, and a rate per hour worked for all employees in the road service. But wages for men in yard service were based only on hours worked.

Before the Civil War, it was customary for railroads to pay by the day or month. If runs were short and made in daylight, as they usually were, a day rate had some semblance to a work day of the average number of hours for that period. But with the introduction of night runs and longer runs, railroad operations became more involved and hours of work more variable. The situation was further aggravated by the increasing number of breakdowns and accidents.

Since the work of railroad engineers differed from workers in other industries in that the variables of their work were more numerous, a pay formula had to be developed which reflected the hours worked, miles travelled, equipment used, type of service, tasks performed, and other elements unique to railroad work.

In the 1850's a minimum mileage of 2,500 miles per month was introduced. Except in unusual circumstances nothing was paid for exceeding 2,500 miles a month. If, however, the number of miles fell short of the specified minimum of 2,500, pay was reduced. Overtime, if paid at all, was the exception rather than the rule. Differences in pay were based on length of service and experience rather than on type of service (freight or passenger) or weight of the locomotive.

The period 1874-1886 was a period of experimentation during which engineers worked under a variety of basic pay rules. However, it was during this period that the outlines of present day basic pay rules took shape. Four distinct systems of determining basic pay were prevalent in the 1870's and 1880's. The use of both the day and month method of pay continued. By the 1880's, the trip system as a method of payment was introduced. The trip system was preferable to the day or month method of payment because, to some extent, it took account of job differences created by irregular runs, extra service, and the variety of services required under different conditions. However, none of these methods of payment defined the work day either in the number of hours worked or mileage covered. By 1886, all of these methods of payment declined and the straight mileage and a combination of a daily guarantee plus mileage emerged as a basis for computing pay.³

Legislation Governing Labour Relations

As railroad service increased in size and complexity, the unique character of the railroad industry - irregularity of work assignments, around-the-clock operations, multiplicity of tasks, geographically scattered facilities, importance of safety, absence of immediate

³ Reed C. RICHARDSON, *The Locomotive Engineer*...., pp. 195-231.

supervision, and the need for a smooth flow of passenger and freight service on a nation-wide basis - created wide variations in rates of pay and working conditions, and a subsequent demand for standardization.

Railroad labour disputes had attracted public attention since the early 1870's when federal troops were called in to maintain order in a strike on the Baltimore and Ohio. In 1888, the first federal legislation was passed by the American Congress providing for either voluntary arbitration or the appointment of an investigating commission by the President. No provision was made to enforce the decisions of the arbitration board or the commission.

The Act of 1888 was replaced by the Erdman Act in 1898. The Erdman Act, unlike the Act of 1888, applied only to workers actually engaged in the operation of trains. Although the Erdman Act provided for mediation and conciliation, no provisions were made for investigations.

In 1913 the Newlands Act superseded the Erdman Act. The Newlands Act was drafted with the aid of the railroads and the unions. Like the Erdman Act, it applied only to employees actually engaged in the running trades and contained no provisions for handling disputes between the railroads and other classes of employees. The chief differences between the two Acts were that the Newlands Act created a permanent Board of Mediation and Conciliation, and the number of arbitrators was increased.

The arbitration awards under the Newlands Act, particularly the award in the engineers' and firemen's wage movement in the west during 1915, resulted in dissatisfaction among workers with arbitration as a method of settling disputes. The brotherhoods collaborated in December 1915 in a nation-wide movement for the eight-hour day, and refused to submit the matter to arbitration. President Wilson intervened, but his proposals were not accepted by the railroads and the United States was threatened with a nation-wide strike by all train and engine service employees. Two days before the effective day of the strike in 1916, the American Congress passed the Adamson Law. The law provided for the basic eight-hour day, but payment for overtime was to be at a pro rata rate rather than at time and one half as requested by the workers. This represented the greatest gain that any railroad labour organization had made until this time.

The lack of organized strength among the non-operating employees, together with the fact that their services were not as crucial to the continuous operation of the railroads, placed them at a disadvantage when dealing with the railroads. Despite this, the non-operating unions began a movement for the basic eight-hour day on all the principal roads of the south-east.

The Federated Shop Crafts also laid plans for a nation-wide drive to standardize hours, wages, and working conditions on all railroads in the United States. Their demands were to have been presented to the railroads on January 1, 1918, but before this time the railroads came under government control.

The United States: World War I

Conditions Leading to Government Operation

During 1917 the United States entered the First World War and the question of wages for railroad workers became an acute problem. The cost of living rose steadily, and other industries offered higher wages. The railroads could not compete with the more prosperous industries producing munitions and other war necessities, and railroad workers sought employment where wage rates were higher. The depletion of workers, the loss in efficiency due to the necessity of hiring inexperienced help, and the importance of railroad transportation to the war effort created an acute situation in the summer and fall of 1917. Meanwhile, the various brotherhoods began formulating plans to demand further wage increases. Nearly all classes of railroad labour demanded that wages be increased to keep pace with the rising cost of living.

On December 5, 1917, the Interstate Commerce Commission sent a special report to Congress on the railroad situation proposing alternative plans for the unification of the railroads and their operation as a unit by the President. Congress later gave the President war powers which enabled him to operate the railroads for the duration of the war. A proclamation was made on December 26, 1917, placing all important railroads under federal control and appointing William G. McAdoo Director General of Railroads.

Policies During Government Operation

Prior to government operation, many of the railroads had refused to enter collective agreements with any of the labour organizations except the four operating brotherhoods. This resulted in diversity of hours, wages, and working conditions, not only between different railroad systems but often between divisions of the same system. Railroad workers felt that standardization of the basic wage and uniform hours and rules governing working conditions were necessary to prevent discrimination and to obtain better conditions on railroads where labour was not as well organized. The railroads opposed standardization on the grounds that varying conditions on different roads made uniform rates and rules impractical.

The United States Railroad Administration was established to operate the railroads for the duration of the First World War. The federal government found operation of the railroads easier with standardized rates and rules. The cost of living was used as a basis for determining standard wages, and since the time of the McAdoo award in 1918 this has become an established consideration in wage determination.

Railroad Wage Commission

Director General McAdoo appointed a Railroad Wage Commission to investigate existing railroad wages and working conditions. The investigation revealed that railroad employees were among the lowest paid workers. However, whatever increases might be granted, the question of what the increases should be for the various classes of employees was a difficult one. Some classes of railroad workers based their wage demands upon their power to compel concessions, while other groups used

the exceptional character of the service and the long experience and training required.

Two important facts were uncovered by the commission: the rising cost of living weighed most heavily upon the lowest income groups; and some classes of employees had already received wage increases because they were better organized.⁴ The commission also found that for the month of December, 1917, 64 per cent of all railroad employees worked six days a week, while a little more than one third worked seven days. More than one half of the total number of railroad workers worked ten hours per day, and approximately 13 per cent worked twelve hours per day.⁵ On the basis of its investigation, the commission made numerous recommendations, many of which were embodied in General Order No. 27, known as the McAdoo award.

The McAdoo Award

On May 25, 1918, Director General McAdoo issued General Order No. 27 which contained anti-discrimination rules, work rules, recognition of the principle of the eight-hour day, provided wage increases, and established a board to settle disputes between the workers and the railroads.

Article V of the McAdoo award provided that women receive the same wages as men when performing the same class of work,⁶ while Article VI eliminated pay discriminations made against Negroes employed as firemen, trainmen, and switchmen.⁷

The McAdoo award declared approval of the eight-hour day in principle, but recognized that in wartime it was not practical to reduce the number of hours worked each day to eight in every line of railroad work. However, overtime was to be paid on a pro rata basis for work in excess of eight hours.

A sliding scale of percentages for increasing wage rates was devised, with the lowest paid employees receiving the greatest increases. The scale was justified on the grounds of the increased cost of living, which was a greater burden for workers in the lowest grades of service. The base used for the scale was the wages in effect on December 15, 1915, and increases were made retroactive to January 1, 1918.⁸

To settle disputes between the railroad officials and the labour organizations in applying the provisions of the McAdoo award, railway boards of adjustment were created. The boards were composed of an equal number of representatives of management and employees. Board of Adjustment No. 1 had jurisdiction over men in the running service; No. 2 over the shop men; and No. 3 over switchmen, telegraphers and clerks.

⁴ H.D. WOLF, *The Railroad Labor Board* (Chicago, The University of Chicago Press, 1927), pp. 16-17.

⁵ *Ibid.*, pp. 32-33.

⁶ *Federal Laws, General Wage and Rule Agreements, Decisions, Awards and Orders* (Cleveland, Ohio, Brotherhood of Railroad Trainmen), p.247.

⁷ *Ibid.*, p. 247.

⁸ *Ibid.*, pp. 241-246.

The duties of the boards were to hear and investigate matters presented by railway employees or their representatives affecting wages and working conditions, and to investigate matters referred to them by the director general. Each board was advisory and submitted its recommendations to the director general for his action.

Controversies affecting unorganized employees not working under agreements with their railroads were placed under the supervision of a labour director in the Railroad Administration, Division of Labor.

Other changes were made in a series of supplements to General Order No. 27, the most important being listed below.

Supplement No. 4: This was issued July 25, 1918, and applied to the shop crafts, who were given wage increases, a minimum standard wage, detailed job classifications, and time and one half for overtime.

Supplement No. 7: Issued in September, 1918, this supplement applied to clerical forces in all departments and to certain classes of employees in stations, warehouses, shops and yards. It set forth classification of employees, their duties and rates of pay. Other provisions resembled those of Supplement No. 4. Eight hours was made the basic workday, but time and one half for overtime did not begin until after the tenth hour of service. Overtime for the ninth and tenth hours of service was computed on a pro rata basis. One of the most important changes brought about by Supplement No. 7 was the extension of the seniority principle to all employees falling within the scope of the supplement. Seniority rights had long been in effect on the railroads, but had been limited largely to road service employees.

Supplements No. 8 and 9: These supplements granted wage increases to maintenance-of-way employees, station agents, telegraphers and others, as well as changes in work rules similar in character and content to those already described.

Supplements No. 10 and 11: Supplements No. 10 and 11 established standard minimum wages, hours and overtime rates of pay for telegraphers, telephone operators, agent telephone operators, and tower and lever men.

Supplements No. 15, '16 and 25: Rates of pay, hours of service, rules for overtime, and working conditions were established by these supplements for the road service employees⁹ Supplement No. 25 was issued on December 15, 1919, and superseded Supplement No. 16.

Conditions at the End of Government Operation

Under government operation, union membership grew in the railroad industry. Prior to government control, many railroads had opposed the spread of unionism and had refused to deal with any of the organizations except the four brotherhoods. Opposition to unionization was officially removed when the director general assured workers there would be no discrimination against union members, and all railroad labour unions thereupon organized intensive membership campaigns. Unions for unskilled labour made the greatest relative gains in membership, as the more highly skilled workers were already organized.

⁹ Federal Laws, General Wage and Rule Agreements.... pp. 270-288 and 353-383.

Of even greater importance to labour than the wage increases were the changes made in the length of the working day and the more liberal rules granted by the director general. Beginning with Supplement No. 4 to General Order No. 27, the principle of the eight-hour day was given practical application to the shop crafts. Succeeding supplements extended its application to practically all other classes of railroad employees. For railroad workers as a whole, the number of hours worked, including overtime, declined from 60.6 per week in 1917 to 51.9 per week for the first quarter of 1920.¹⁰

Piece work was abolished, and the principle of seniority extended to workers who had not enjoyed it before. Punitive payment for overtime was given to practically all classes to insure the shorter working day. With respect to changes in wages and working conditions, labour had advanced to a place where it had an equal voice with management, subject to the decision of the director general. Standardization of wages and rules was achieved, with wages on all railroads throughout the country the same for similar occupations, with minimum basic rates for each class and with certain differentials for special services.

From the viewpoint of railroad executives, the outlook at the time the roads were released from government operation was none too bright. Under the policy of the Railroad Administration, labour had become much more organized and, as a consequence, much stronger in bargaining power. Furthermore, the alliance formed by the fourteen leading unions gave labour added strength and confidence. The managements of the railroads felt themselves encumbered by rules they regarded as unnecessary and uneconomical.

Changes in wages, hours and work rules during the period of federal control may have improved the prevailing conditions for the average railroad worker, but they also increased the costs of operating the railroads. The director general did not increase freight and passenger rates sufficiently to cover increased operating expenses which, in part, were due to the increased cost of labour.¹¹

Recurring deficits under federal operation led to numerous requests by the railroads in 1919 to increase rates. Railroad officials felt that inasmuch as the labour policy of the director general contributed to the large deficits, they should be granted increased rates to meet the situation. These requests, as well as the demands of labour for higher wages, were denied. The government was trying to check the upward trend of prices, and the director general felt that, under the circumstances, no increases in either railroad rates or wages should be given.

However, instead of prices declining, they continued to rise until, in December of 1919, the cost of living was twice that of 1913. When it was announced that no wage increases would be made before the railroads were returned to private operation, strikes broke out in various parts of the country. Only by assuring labour that their requests would receive the earliest possible attention was the President able to persuade the unions not to call further strikes.

¹⁰ H.D. WOLF, The Railroad Labor Board.... p. 62.

¹¹ Ibid., pp. 65-66.

The United States: Post War

The Transportation Act

When federal operation of the railroads ceased in March 1920, some kind of legislation was needed to smooth the transition to private operation. It was impractical to return the railroads to private operation and have them run as they had been before federal control. The Transportation Act of 1920, therefore, was a distinct departure from the traditional policy of regulating American railroads. Nearly all regulations affecting commerce were amended. The Act contained provisions for a "guaranty period" intended to protect the railroads during the period of transition and reconstruction; increased powers for the Interstate Commerce Commission over rates and service; and machinery for dealing with the adjustments of disputes between the railroads and their employees.

The Transportation Act provided three methods for settling disputes between the railroads and their employees: (1) conferences between representatives of the railroads and employees; (2) railroad boards of adjustment could be established by agreement between the railroads and their employees for disputes involving rules and working conditions which had not been settled in conference; and (3) the creation of a Railroad Labor Board as the chief and final authority on wages and salaries where such disputes could not be settled in conference by the boards of adjustment. The Labor Board was composed of nine members; three representing the railroads, three the employees, and three the public.

Wage Principles

The McAdoo award established the principle of the cost of living in the collective bargaining process. After the railroads were returned to private operation, the prevailing economic conditions of the 1921-1922 depression, together with labour's reluctance to give up the wage increases they had received under government control, contributed to the emergence of the concept of the "living wage." The development of this principle can be seen in the arguments presented by labour and management in wage increases and reductions of 1920, 1921, and 1922.

Decision No. 2 of the Railroad Labor Board, effective May 1, 1920, gave wage increases to all classes of railroad employees, including train, engine and yard service. The board ordered wage reductions in Decision No. 147 for all classes of railroad workers, effective July 1, 1921. In 1922 railroad workers, with the exception of train, engine and yard service employees, again had their wages reduced by order of the board in Decision No. 1028.

Wage Increase of 1920

The cost of living had continued to increase during 1919 and 1920 and railroad employees demanded wage increases. Railroad labour argued that they had obligated themselves not to strike during the war and had observed their obligation. Since they had remained on the job and accepted the wages and working conditions authorized by the United States Railroad Administration, their wages had not increased as rapidly as those in other industries nor kept pace with the cost of living. In

evidence, they submitted sample budgets prepared by the Bureau of Labor Statistics, the National Industrial Conference Board, and various other organizations. These sample budgets were claimed to represent merely a bare living which fell below the minimum standards of health, decency, and comfort required by the American standard of living. The representatives of the employees concluded their presentation with statistics showing that approximately 44 per cent of all the families of railroad employees paid on an hourly basis were underfed; 69 per cent were unsuitably clothed, and 51 per cent were living in overcrowded conditions.¹²

A great deal of emphasis was laid upon the request for a "living wage" as opposed to a wage regulated by the cost of living. It was argued that the principle of adjusting wages according to the cost of living was adopted as a wartime or emergency policy and should be abandoned because the emergency was over.¹³ In its place the unions wanted the principle of the "living wage", which would enable a man to maintain his family above the level of bare existence and save for his old age.

The employees asked for a minimum living wage for the unskilled worker, with proper differentials for the more skilled classes corresponding to the relative degrees of skill, hazard, and responsibility.¹⁴

The railroads agreed with much of what the employees said. However, in many cases, higher wages were already being paid for classes of service which had no counterpart outside the railroad industry. Furthermore, the railroads could not compete with outside rates nor did they think they should. They cited some unusual features of railroad employment: regularity and continuity of employment, stability of railroad rates once established, and "other features attractive to railroad work" even when higher rates per hour prevailed in other industries.¹⁵

In making the award (Decision No. 2), the board took into consideration seven points prescribed by the Transportation Act:¹⁶

- (1) scale of wages for similar work in other industries;
- (2) relationship between wages and cost of living;
- (3) hazards of employment;
- (4) training and skill required;
- (5) degree of responsibility;
- (6) character and regularity of employment; and
- (7) inequalities resulting from previous wage orders or adjustments.

Almost immediately the Interstate Commerce Commission granted railroads affected by the board's decision an increase in freight and passenger rates to help them to meet the higher wages.

¹² H.D. WOLF, *The Railroad Labor Board*.... p. 117.

¹³ *Ibid.*, p. 117.

¹⁴ *Ibid.*, p. 118.

¹⁵ *Ibid.*, pp. 121-122.

¹⁶ *Ibid.*, p. 128.

Wage Reduction of 1921

The wage increase of 1920 (Decision No. 2) had been granted on the basis of the rising cost of living and general price level. Before the decision granting the increase was actually handed down, the break in prices preceding the 1920-1921 depression had already taken place. Beginning in the summer of 1920, businesses and industrial enterprises began to cut wages and reduce the working force. With the depression, the railroads, like other industries, found it necessary to adopt a policy of retrenchment. Despite the rate increases which had been granted to the railroads by the Interstate Commerce Commission, the ratio of operating expenses to operating income continued to grow.

During the last few months of 1920, the railroads were faced with acute financial difficulties. Earnings had to be increased and there were only three possible ways this might be done: higher freight and passenger rates, a greater volume of business, or a reduction in operating expenses.

Increasing freight and passenger rates again was out of the question, since the nation was in the midst of a depression. The depression also eliminated the possibility of increasing the volume of traffic as business grew worse and the public already considered the rates high. Therefore, the only possibility open was to reduce operating expenses by decreasing the cost of fuel and supplies, and economizing on labour costs. In 1920, the payroll represented 60 per cent of the operating expenses and the railroads began a drive for lower wages.

Railroad workers resisted the wage reductions, claiming that the railroads had been treated generously by the government under the provisions of the Transportation Act. Instead of wage reductions, when their earnings were already insufficient to permit a "decent" living, the workers asked that the prices of fuel and supplies be lowered.

Representatives of the employees attacked the railroads' arguments as being based almost entirely on the decrease in the cost of living and on the reductions that had taken place in wages outside the railroad industry. The railroads, they said, were acting upon a commodity theory of labour when they demanded that wages be reduced to the level of the market rate. The employees charged that the railroads completely ignored the human element in presenting their case solely on the basis of cost, without considering a wage scale necessary to maintain the unskilled and low priced workers' families in health and reasonable comfort.¹⁷

An additional argument was that the depression had already passed its lowest point and business conditions were on the upswing. As to cost of living, the employees claimed that no decrease had taken place since the wage increase of 1920.

In arriving at a decision, the Railroad Labor Board found that living costs had decreased since July 1920. The decreases varied with locality and differentially affected various social classes. Similar circumstances existed for the scale of wages for comparable types of work in other industries. The wage decreases varied in different industries and localities, making it impossible to find an exact average for

¹⁷ H.D. WOLF, The Railroad Labor Board....pp. 148-149.

the entire nation. On the basis of decreases in the cost of living and wages, the board, in Decision No. 147, ordered wage reductions effective July 1, 1921. Unskilled labour suffered the greatest percentage reductions, which wiped out the increases granted in the wage increase of 1920.¹⁸

Wage Reduction of 1922

The downward trend of prices which began in 1920 continued throughout 1921, carrying with it wage decreases in practically all lines of industry. After successfully obtaining wage reductions in July, 1921, the railroads began working to obtain further reductions. Businessmen and shippers' organizations throughout the nation were hit hard by the depression and demanded lower freight rates. The railroads' reply was that freight rates could not be reduced unless operating expenses were cut. The Association of Railway Executives announced a temporary reduction of 10 per cent in carload freight rates on farm products. At the same time each railroad sent notices to the unions announcing a proposed reduction in wages.

The employees counterattacked by demanding wage increases. The shop crafts, clerks, telegraphers, and nearly all other classes of employees demanded increases which would restore wages to the level at which they had been prior to the wage reduction of 1921.

Detailed evidence was presented by the representatives of the railroads to show that wages of railroad workers were above the wages for similar labour in other industries, and that the wages of any given class of labour varied greatly between regions of the country. Some railroads also pleaded inability to pay existing rates of wages as part of their argument for further wage reductions.¹⁹

The arguments of the railroad workers against another wage reduction and for an increase were similar to those advanced in 1920 and 1921. However, less emphasis was placed upon the cost of living and wages in other industries, and more on the desirability of the "living wage."

The Railroad Labor Board, in Decision No. 1028, ruled that the wages of maintenance-of-way employees, the shop crafts, clerical and station forces, stationary engine and boiler room employees, signal department employees, and others would be reduced effective July 1, 1922. The board expressed its belief that the wages of common labour after these reductions would still be greater than wages paid for similar work in other industries.²⁰

¹⁸ H.D. WOLF, The Railroad Labor Board.... p. 153.

¹⁹ Ibid., pp. 216-217.

²⁰ Ibid., p. 221.

Summary of McAdoo Award's Effects

The immediate effect of the McAdoo award for the running trades in terms of their basic daily rate or mileage equivalent is shown in tables taken from The Labour Gazette Vol. XVIII, No. 7, pp. 435-7.

Rates of Wages of Railroad Employees Paid Upon Mileage Basis

Passenger Engineers ("Old rates" are those of December, 1915)

Old	New	Old	New	Old	New
\$	\$	\$	\$	\$	\$
4.10	4.56	4.65	5.17	5.35	5.95
4.15	4.62	4.70	5.23	5.40	6.01
4.20	4.67	4.75	5.28	5.53	6.15
4.25	4.73	4.78	5.32	5.55	6.17
4.30	4.78	4.80	5.34	5.65	6.29
4.35	4.84	4.90	5.45	5.90	6.56
4.40	4.90	4.95	5.51	6.00	6.68
4.45	4.95	5.00	5.56	6.05	6.73
4.50	5.01	5.05	5.62	6.25	6.95
4.53	5.04	5.13	5.71	6.30	7.01
4.55	5.06	5.15	5.73	6.50	7.23
4.60	5.12	5.28	5.87	7.00	7.79

Passenger Firemen

Old	New	Old	New	Old	New
\$	\$	\$	\$	\$	\$
1.91	2.46	2.69	3.46	3.10	3.99
2.25	2.90	2.70	3.48	3.15	4.06
2.33	3.00	2.75	3.54	3.20	4.12
2.34	3.01	2.76	3.55	3.39	4.25
2.40	3.09	2.78	3.58	3.35	4.31
2.42	3.12	2.80	3.61	3.40	4.38
2.45	3.15	2.84	3.66	3.45	4.44
2.50	3.22	2.85	3.67	3.60	4.64
2.51	3.23	2.90	3.73	3.75	4.83
2.55	3.28	2.95	3.80	4.00	5.15
2.60	3.35	3.00	3.86	4.15	5.34
2.62	3.37	3.05	3.93	4.25	5.47
2.65	3.41	-	-	-	-

Passenger Conductors

Old	New	Old	New	Old	New
\$	\$	\$	\$	\$	\$
2.50	2.89	2.68	3.10	2.90	3.35
2.60	3.00	2.75	3.18	3.47	4.01

Passenger Baggage-men

Old	New	Old	New	Old	New
\$	\$	\$	\$	\$	\$
1.40	1.94	1.54	2.13	1.70	2.35
1.45	2.00	1.61	2.23	2.00	2.77
1.49	2.06	1.65	2.28	-	-

Passenger Trainmen

Old	New	Old	New	Old	New
\$	\$	\$	\$	\$	\$
1.35	1.88	1.47	2.05	1.55	2.16
1.43	1.99	1.49	2.08	1.60	2.23
1.46	2.04	1.50	2.09	1.87	2.61

Freight Engineers

Old	New	Old	New	Old	New
\$	\$	\$	\$	\$	\$
4.25	4.91	5.15	5.95	5.70	6.58
4.50	5.20	5.17	5.97	5.75	6.64
4.70	5.43	5.20	6.01	5.83	6.73
4.75	5.49	5.25	6.06	5.85	6.76
4.80	5.54	5.28	6.10	5.90	6.81
4.85	5.60	5.30	6.12	5.95	6.87
4.86	5.61	5.33	6.16	5.995	6.925
4.87	5.62	5.35	6.18	6.00	6.93
4.88	5.64	5.39	6.23	6.10	7.05
4.89	5.65	5.40	6.24	6.25	7.22
4.90	5.66	5.43	6.27	6.50	7.51
4.95	5.72	5.45	6.29	6.75	7.80
4.97	5.74	5.50	6.35	6.80	7.85
5.00	5.78	5.55	6.41	6.85	7.91
5.05	5.83	5.555	6.415	6.90	7.97
5.06	5.84	5.60	6.47	6.95	8.03
5.10	5.89	5.61	6.48	7.00	8.09
5.13	5.93	5.65	6.53	7.25	8.37
5.145	5.95	5.665	6.545	-	-

Freight Firemen

Old	New	Old	New	Old	New
\$	\$	\$	\$	\$	\$
2.25	3.02	3.04	4.08	3.57	4.79
2.36	3.17	3.05	4.09	3.60	4.83
2.45	3.29	3.07	4.12	3.63	4.87
2.47	3.32	3.10	4.16	3.65	4.90
2.50	3.36	3.13	4.20	3.70	4.97
2.56	3.44	3.15	4.23	3.75	5.03
2.59	3.48	3.16	4.24	3.80	5.10
2.60	3.49	3.19	4.28	3.90	5.24
2.70	3.62	3.20	4.30	3.905	5.245
2.75	3.69	3.22	4.32	3.95	5.30
2.78	3.73	3.23	4.34	4.00	5.37
2.71	3.77	3.245	4.355	4.05	5.44
2.85	3.83	3.25	4.36	4.10	5.50
2.87	3.85	3.30	4.43	4.125	5.535
2.90	3.89	3.35	4.50	4.18	5.61
2.93	3.93	3.40	4.56	4.25	5.71
2.95	3.96	3.45	4.63	4.30	5.77
3.00	4.03	3.465	4.65	4.50	6.04
3.01	4.04	3.50	4.70	4.55	6.11
3.03	4.07	3.55	4.77	-	-

Freight Conductors

Old	New	Old	New	Old	New
\$	\$	\$	\$	\$	\$
2.31	2.78	4.40	5.30	4.83	5.82
2.90	3.49	4.42	5.33	4.84	5.83
3.46	4.17	4.43	5.34	4.86	5.86
3.63	4.37	4.48	5.40	4.87	5.87
3.85	4.64	4.50	5.42	4.88	5.88
3.90	4.70	4.51	5.43	4.96	5.98
3.975	4.79	4.52	5.45	5.04	6.07
4.00	4.82	4.53	5.46	5.08	6.12
4.10	4.94	4.54	5.47	5.10	6.15
4.13	4.98	4.55	5.48	5.14	6.19
4.165	5.02	4.63	5.58	5.21	6.28
4.18	5.04	4.64	5.59	5.67	6.83
4.24	5.11	4.66	5.62	5.69	6.86
4.25	5.12	4.74	5.71	6.12	7.37
4.27	5.15	4.77	5.75	6.45	7.77
4.38	5.28	4.80	5.78	7.09	8.54

Freight Brakemen and Flagmen

Old	New	Old	New	Old	New
\$	\$	\$	\$	\$	\$
1.60	2.23	2.80	3.91	3.29	4.59
1.89	2.64	2.82	3.93	3.33	4.65
1.93	2.69	2.83	3.95	3.41	4.76
2.14	2.99	2.85	3.98	3.46	4.83
2.25	3.14	2.88	4.02	3.48	4.85
2.33	3.25	2.95	4.12	3.60	5.02
2.40	3.35	2.98	4.16	3.62	5.05
2.42	3.38	2.99	4.17	3.66	5.11
2.48	3.46	3.00	4.19	3.707	5.17
2.60	3.63	3.02	4.21	3.71	5.18
2.62	3.65	3.10	4.32	3.93	5.48
2.65	3.70	3.13	4.37	4.24	5.91
2.67	3.72	3.14	4.38	4.26	5.94
2.70	3.77	3.15	4.39	4.52	6.44
2.72	3.79	3.20	4.46	4.96	6.92
2.75	3.84	3.21	4.48	5.37	7.49
2.78	3.88	3.25	4.53	-	-

Any mileage rates which were in effect in December 1915 and which were not included in the above tables were increased with the following percentages:

	Per Cent
Road passenger engineers and motormen	11 $\frac{1}{4}$
Road passenger firemen and helpers	28 $\frac{3}{4}$
Road passenger conductors	15 $\frac{1}{2}$
Road passenger baggagemen	38 $\frac{1}{4}$
Road passenger brakemen and flagmen	39 $\frac{1}{2}$
Road freight engineers and motormen	15 $\frac{1}{2}$
Road freight firemen and helpers	34 $\frac{1}{4}$
Road freight conductors	20 $\frac{1}{2}$
Road freight brakemen and flagmen	39 $\frac{1}{2}$

The Labour Gazette (Vol. XVIII, No. 7) also gives methods and examples of how the increases applied to the mileage basis.

- (1) Rates for overtime as now in effect, whether providing for pro rata basis or in excess thereof, shall be increased by same percentage as straight-time rates.
- (2) Miles run in excess of the established equivalent of a day (or of a month where such basis prevails) shall be paid for pro rata.
- (3) If any increase has been made in the mileage rates of employees paid on that basis in December, 1915, it will be understood that the per cent of increase allowed by this order is inclusive of such interim increases and that the new rate is computed from the base rates of December, 1915.

- (4) Example 1: Engineer "G", passenger service, received \$4.25 per day of 100 miles in ten hours in December, 1915. According to this plan, although in 1918 this rate was \$4.25 per 100 miles in eight hours, the rate will be increased $11\frac{1}{4}$ per cent of \$4.73 per 100 miles (4.7281 equalized as \$4.73). He will be entitled to back pay for every 100 miles run at the rate of 48 cents per 100 miles.

Example 2: Conductor through freight:

2,950 miles at 4 cents, at new rate, would entitle him to 4.82 cents, or	\$142.19
He was paid	<u>118.00</u>
Leaving to be paid	\$ 24.19
He made 26 hours and 10 minutes overtime, equivalent, on basis of $12\frac{1}{2}$ miles per hour, to 327 miles, which, at the increased rate of 4.82 cents per mile, entitled him to	\$15.76
Was paid, at 4 cents per mile ..	<u>13.08</u>
A difference of	<u>2.68</u>
One month	\$ 26.87
Five months	134.35

To summarize, General Order No. 27 (the McAdoo award) was a general order establishing hours and wages. It recognized and established for the first time the basic principle of the eight-hour day. This was of greatest significance for the non-operating employees in the railway industry as they were, at this time, generally working more than eight hours. The wage increases granted by the order were also higher for the non-operating employees than for the running trades, in line with the principle of the cost of living as a relevant factor in wages. This applied also to the lower earning groups on the running trades.

The most significant aspect of the McAdoo award for the running trades was not contained in the original order but in two supplements to it which were issued later. These were Supplements No. 15 and No. 16 to General Order No. 27 and were issued by the United States Railroad Administration on April 10, 1919. Supplement No. 15 related to employees in engine service and Supplement No. 16 to employees in train service. These supplements provided further wage increases for all classes of running trades employees and also provided time and one half overtime rates in yard service for work beyond eight hours. Even more important, these supplements squarely placed road service on a dual pay basis.²¹ For example, the clause dealing with the basic day and overtime in Supplement No. 16, referring to trainmen in road service, stated:

Article VI - Basic Day and Overtime

- (a) In all road service, except passenger service and where under mileage schedules a more favourable condition exists, 100 miles or less, eight hours or less (straight-away or turn-around), shall constitute a day's work. Miles in excess of miles required for a minimum day will be paid for at the mileage rates provided.

²¹ Reed C. RICHARDSON, The Locomotive Engineer ... p. 308.

- (b) Where there is no existing agreement regarding overtime provisions more favourable to the employees, on runs of 100 miles or less overtime will begin at the expiration of eight hours; on runs of over 100 miles overtime will begin when the time on duty exceeds the miles run divided by $12\frac{1}{2}$. Overtime shall be paid for on the minute basis, at not less per hour than one-eighth of the daily rate.

In passenger service, the basic day for trainmen was set at 150 miles, with overtime to be paid on a speed basis of 20 miles per hour to be computed from the time required to report for duty until the end of the last run. Overtime was to be computed on the basis of the actual overtime worked or held for duty, except that where the minimum day was paid for the service performed overtime was not to accrue until the expiration of seven hours and 30 minutes. It was also ordered that overtime in passenger service was to be paid on the minute basis at a rate per hour not less than one eighth of the daily rate. Thus, overtime was to be paid at the pro rata rate on the basis of a basic day of 100 miles or less, eight hours or less, in freight service; 150 miles or less, seven and one half hours or less in passenger service; with a speed basis of $12\frac{1}{2}$ miles per hour in freight service and 20 miles per hour in passenger service.

Supplement No. 15 provided increases in the basic daily rates for engine service employees in road service and formalized the dual basis of pay by its specification of a basic day in passenger service as 100 miles or less, five hours or less; the basic day in freight service was formalized as 100 miles or less, eight hours or less. Speed bases for the calculation of overtime, to be paid at pro rata rates were set at 20 miles per hour in passenger service, and $12\frac{1}{2}$ miles per hour in freight service.

Although both of these supplements were issued on April 10, 1919, they were made retroactive to January 1, 1919.

THE McADOO AWARD IN CANADA

Early in 1918 there was a dispute between the railways in Canada and their employees. The major ground of the employee's dissatisfaction was that they felt they were entitled to an increase in wages to combat the increases in the cost of living, which had been rising since the middle of 1916. A report, dated July, 1918, by the Minister of Labour, stated that industrial unrest was growing in the country and causing disruption in war work.¹ The government, acting upon the recommendations of the Minister of Labour, and to ensure industrial peace for the duration of the war, made a formal declaration of certain principles and policies to govern the relations between employers and workmen engaged in war production. This declaration had general relevance for Canadian industry and very specific relevance for the railroad industry.

The general considerations contained in Order-in-Council P.C. 1743, issued on July 11, 1918, stated:

The Committee of the Privy Council have had before them a report, dated July, 1918, from the Minister of Labour, representing that industrial unrest during the past few months has become more general than formerly, thus causing serious interruptions in some lines of war work, and indications are that it will become more widespread still unless successful efforts be made to check it.²

Five days later another Order-in-Council, P.C. 1768, was issued. This contained two major provisions:

- (1) the scale of wages of railway employees as fixed by the McAdoo Award in United States territory, including any amendments or extensions thereof, be applied in Canadian territory, in so far as all lines of railway owned, operated, or controlled by the Government, are concerned;
- (2) that the wage scales of privately owned railway companies in Canada should be similarly advanced.

Professor H.A. Logan, in his book "Trade Unions in Canada," gives some background information to this Order-in-Council. He quotes an unnamed union leader as saying the railway unions were warned by the government that if a threatened strike took place the employees would be placed under martial law and made to serve on army pay. They were told, the union leader said, that if strike action were deferred until a decision was reached in the United States then the American decision would be applied to the same classes of employees on Canadian railways. The unions agreed to this, thereby contributing to the McAdoo award being applied to all employees on the Canadian railways.

¹ Mr. W.L. Druce, Vice-President, Brotherhood of Locomotive Firemen and Enginemen, in a personal communication to the writer states that the trend toward labour unrest was perceived by Sir Henry Thornton, Chairman of the Board of Transportation, who wrote to the government urging the adoption of the McAdoo award for application to all government railway lines.

² The Labour Gazette, Vol. XVIII, No. 8, p. 616.

Toward the end of July, 1918, the Canadian Railway War Board issued an order that the provisions of the McAdoo award affecting wages and hours of service would be put into effect in Canada not later than August 1, 1918, and as much earlier as the various wage schedules expired. This order ³ was to apply to all employees earning less than \$3,000 per annum. It also provided that it would not be applied to reduce existing earnings.

The list of railways defined as coming within the scope of this order is provided in Appendix E.

The adoption of the McAdoo award as a solution of an immediate problem of labour strife on the Canadian railroads had four general and significant aspects:

- (1) it provided substantial increases in wage rates for all Canadian railroad employees and raised them to a par with United States rates;
- (2) it standardized rates for each job throughout the industry;
- (3) it implicitly gave recognition to the principle of the cost of living as a basis for the determination of wage levels; and
- (4) it established, at that time, the policy of tying change in Canadian railroad conditions to those that might occur in the United States.

This period of federal control of the railroads in the United States and the decision of the Canadian government to accept the solution adopted in that country formalized the dual system of pay in Canada and the principles underlying the systems of payment for running trades employees which are still extant. There have been changes of detail over the years but the principles involved in the McAdoo orders have not been impaired by such modifications.

One change in detail concerned Supplement No. 24, issued in the United States on November 15, 1919. This provided time and one half for overtime in freight service on condition that the train and engine-men give up all special allowances. In Canada this offer was accepted by the men in the eastern region, but rejected by those in the western region. This latter group wanted to retain their right to allowances for initial and final terminal delays and compensation for junction switching.

Interpretation of Agreements

On August 7, 1918, an agreement was reached between the Canadian Railway War Board, composed of representatives of nearly all the Canadian railways, and representatives of six railway brotherhoods. This agreement made provision, among other things, for a board, to be

³ The Labour Gazette, Vol. XVIII, No. 8, p. 615-616.

known as the Canadian Board of Adjustment No. 1, to settle disputes arising from the application of the McAdoo award and disputes arising during the war that could not be settled between railway management and employees belonging to the unions concerned.⁴ The Canadian Board of Adjustment No. 1 handled disputes involving the running trades and maintenance-of-way employees on all railroads.

Similar boards were established for other classes of railroad workers. By an agreement, dated September 1, 1925, the Canadian National Railways Employees Board of Adjustment No. 2 was established to handle disputes for the station and freight shed groups on the Canadian National Railways. The only significant difference between Boards #1 and #2 was that decisions by Board #2 were binding on all parties concerned. Employees not formally qualifying for coverage under the provisions of either Board #1 or #2 were permitted to submit a dispute in connection with any class of work to Board #1. Under these circumstances, a dispute was considered by Board #1 only if the parties to the dispute presented a joint statement of facts and were willing to accept the decision as final and binding.⁵

Changes in Agreements

Disputes involving a change in an existing agreement were handled under the provisions of the Industrial Disputes Investigation Act of 1907. About the only thing that could be changed in existing agreements were the wage scales, and the procedure followed was that either labour or management served notice of its desire for such change. If the other side refused to accept within thirty days, then application was made under the Act for a board of conciliation. The views of both parties were presented to this board, which then made its recommendation.⁶

⁴ The Canadian Railway War Board was an association of Canadian railway companies through which joint action was taken in connection with important transportation matters affecting the operation of all railway systems throughout Canada. It was composed of railway officers who represented and acted for nearly all Canadian railway lines. When the Canadian Board of Adjustment No. 1 was created, there was, apparently, confusion in the public mind as to the purposes and functions of this body and its relationship to the Canadian Railway War Board. The Memorandum of Agreement creating the Canadian Board of Adjustment No. 1 and setting out its functions and objectives are reproduced in The Labour Gazette, Vol. XVIII, No. 8, pp. 981-983.

⁵ G. Meredith ROUNTREE, The Railway Worker (Toronto, Oxford University Press, 1936), pp. 45-50.

⁶ Ibid., pp. 50-56.

WAGES AND EARNINGS

American Influence on Canadian Wages

One of the most important factors influencing wages in the Canadian railway industry has been wage rates of similar employees in the United States. The direct influence first occurred in 1918 when the Canadian Railway War Board issued an order putting into effect the McAdoo award and all its supplements. Thus, the difficulties presented by the wartime situation in Canada were settled by adopting in its entirety what had been done in the United States. What was even more significant was the establishment of a policy of following any further changes in the United States.

For several years after this important step [McAdoo award] changes in rates in the United States were followed almost to the letter in Canada. This was the case with the decreases in rates which were necessitated by the drastic fall in prices from 1920 to 1922. Early in 1921 the managements of the United States railways requested the Railroad Labor Board to reduce rates, as the increases put into force between May 1918 and July 1920 were proving unduly burdensome. As a result, on May 31 the Railroad Labor Board ordered decreases of from 5 to 18 per cent as from July 1, 1921. The effect of this change in Canada was immediate. To quote from The Labour Gazette at the time: "As the rates of wages, rules, and working conditions on the railways in Canada have been in the main adjusted to conform to those in the United States, the railway companies in Canada gave notices in conformity with the various agreements with their employees terminating all such agreements with their employees on July 1, 1921, and made arrangements for conferences to adjust the details in accordance with the general changes contemplated." It will be noted that the change in both countries was put into effect on exactly the same date, July 1st.¹

This close relationship continued throughout 1922, when a reduction in wage rates in the United States was immediately followed by a reduction in Canada. A relationship, though not as close, existed until 1933.

In connection with the 10 per cent reduction in 1932, the dispute between the railroads and their employees seemed to have been influenced by events in the United States. On January 31, 1932, the United States railroads came to an agreement with workers for a 10 per cent reduction for eleven months beginning on February 1. Four days later, on February 4, a long dispute between the railways in Canada and the running trades was settled by a similar agreement. The only difference was that the Canadian agreement was made retroactive. The Canadian agreement, like the American one, was to expire on January 1, 1933.²

¹ G. Meredith ROUNTREE, *The Railway Worker*.... pp. 58-59.

² *Ibid.*, p. 59.

In 1933, rates in the two countries diverged. An additional 5 per cent reduction of the basic rates took place in Canada, whereas the United States railroads were unsuccessful in obtaining a further reduction. This was due to the special conditions in the United States created by the National Recovery Act. No similar effort to raise prices and wages was made in Canada at that time, and the disputes in the two countries were settled differently.

In Canada 5 per cent of the total 15 per cent reduction was restored to employees, 3 per cent on January 1, 1935, and 2 per cent on May 1, 1935. In the United States an agreement was reached on April 26, 1934, which restored the full 10 per cent reduction then remaining in effect. The American agreement restored $2\frac{1}{2}$ per cent on July 1, 1934, $2\frac{1}{2}$ per cent on January 1, 1935, and 5 per cent on April 1, 1935.³ This was the first time, in either country, that the agreements provided for restoration of wage rates in installments.

Problems Involved in Wage Comparisons

Two general measures of income are wage rates and total earnings. It is difficult to compare these measures of income in the railroad industry to those in other industries. Wage rates are only partial indicators of earnings, because total earnings are the result of both wage rates and the number of hours worked.

Further complications arise in railroad work since the wages of men in the running trades are based on a dual system of payment involving either hours or miles, both of which use mileage as a base. Mileage rates are usually adjusted in relation to the possible daily or monthly mileage which can be run in any particular class of service. When comparing wages in railroad work to that of other industries, all of these complicating factors must be placed within the context of regularity and prospects of employment.

Trend of Average Wage Rates

With the exception of a slight decline in 1905, railroad wage rates moved steadily upward between 1900 and 1920, more than trebling in these two decades. Increases were small but steady until 1916, with railway wage rates lagging behind wage rates in general.

During the later years of the First World War and post war period, railroad unions obtained large wage adjustments which kept pace with the cost of living. In 1917, 1918, 1919, and 1920 railroad wage rates increased 18 per cent, 27 per cent, 16 per cent and 27 per cent respectively.

Although all wage rates fell after 1920, wages remained fairly stable between 1922 and 1930. With the exception of a small increase of one tenth of one per cent in 1923, railroad wage rates increased only in 1927 and 1929, and decreased for some classes of workers in 1925. In contrast, other wage rates changed every year, in some instances showing decreases.⁴ Among the various classes of railroad employees, the running trades and skilled shop crafts obtained the highest wage rates.

³ G. Meredith ROUNTREE, *The Railway Worker* p. 60

⁴ *Ibid.*, pp. 188-189.

Increases which Canadian railroad workers received in 1926 and 1928 were granted in the United States in 1924 and 1926-1927. American wages were cut 10 per cent between May, 1933 and April, 1935. However, Canadian wages were cut as much as 20 per cent and were below normal for several years during the depression. American workers got an increase of 5 cents per hour in 1937, and between 1941 and 1946 received additional increases totalling 53 cents per hour. From 1941 to 1946 Canadian increases were only 26 cents, and from 1941 to 1948, 43 cents.⁵

Trend of Average Earnings

In the post World War I period, the average earnings or income of railroad employees reflected general business conditions. There were decreases in 1921 and 1922 followed by steady increases until 1929. The only exception was a slight decrease in 1924 when Canada, like the United States, experienced a general economic decline.

The recession in 1927 did not affect average earnings because the ton and passenger miles were higher than in 1926 and employees had received increases in wage rates. As a result, the largest increase in average earnings occurred in 1927. However, average earnings fell off between 1929 and 1932. In 1929 the average earnings of workers who retained their jobs in the first years of the depression held up well. However, by 1934, average earnings had declined by 20 per cent.⁶

It should be noted that in 1920 and 1921, real earnings, as distinct from money earnings, of workers who remained employed improved considerably because the cost of living declined more than average earnings. In 1922 the cost of living fell only slightly more than earnings so that from 1922 to 1929 changes in real wages were primarily the result of improvements in money income. The cost of living, after falling nearly 20 per cent between 1920 and 1922, did not rise again until 1929.

During 1930, 1931, and 1932, both earnings and cost of living fell. During 1934 earnings continued to decline while the cost of living rose. By the end of 1935, the increase in average earnings brought the index of real earnings back to a pre-depression level.⁷

All of this general evidence indicates that, on the average, the income of employed railroad workers was raised by one third in the twelve years following 1920, and that this level was not significantly affected by the depression.

The earnings of railroad workers as a whole were well above the average. Engineers and conductors were the highest paid members of the wage earning class, and earnings of other railroad workers compared favourably with workers in other industries.⁸

⁵ A.W. CURRIE, *Economics of Canadian Transportation* p. 696.

⁶ G. Meredith ROUNTREE, *The Railway Worker* pp. 194-195.

⁷ *Ibid.*, pp. 195-196.

⁸ *Ibid.*, p. 203.

A P P E N D I C E S

APPENDIX A

Changes in Basic Wage Rates of Engine Service and Train Service Employees, 1919-1948

All data in this appendix have been extracted from documents prepared by the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors and the Brotherhood of Railroad Trainmen for possible use before a conciliation board in connection with notices served on the railways on April 1, 1950. Agreement was reached early in January, 1951, without the benefit of the conciliation board. The documents, therefore, were never used as formal exhibits.

Engine Service Employees

The rates shown are, in each case, for the basic day. It should be emphasized that the amounts shown would not always constitute total daily earnings, but serve as the basis for the calculation of daily earnings. Despite this limitation, they do provide a fairly accurate measure of comparability between occupations, classes of service and geographic areas.

January 1, 1919 - Basic daily wage rates as follows:

	<u>Engineers</u>		<u>Firemen</u>		<u>Oil</u>		<u>Helpers, Electric</u>	
	<u>Ranging</u>		<u>Ranging</u>		<u>Ranging</u>		<u>Ranging</u>	
	<u>From</u>	<u>To</u>	<u>From</u>	<u>To</u>	<u>From</u>	<u>To</u>	<u>From</u>	<u>To</u>
	\$	\$	\$	\$	\$	\$	\$	\$
Passenger	5.60	6.60	4.00	5.20	4.00	5.20	4.00	4.32
Freight (through) ..	6.08	8.00	4.24	5.75	4.24	5.75	4.24	4.40
Yard	5.00	6.92	4.16	5.52			4.16	4.32
Outside hostlers .. \$4.80								
Inside hostlers ... 4.16								
Helpers 3.60								

In the order providing for these changes there was a clause affecting yard service: "...all time worked in excess of 8 hours continuous service in a 24-hour period shall be paid for as overtime on the minute basis, at one and one-half times the hourly rate, according to class of engine."

* * *

May 1, 1920 - Increases in basic daily wage rates as follows:

<u>Passenger</u>	<u>Freight</u>
Engineers and motormen ..\$0.80	Engineers (steam, electric or other power)..... \$1.04
Firemen (coal or oil) .. 0.80	Firemen (coal or oil) .. 1.04
Helpers (electric) 0.80	Helpers (electric) 1.04

<u>Yard</u>		<u>Hostlers and Hostler Helpers</u>
Engineers.....	\$1.44	Outside hostlers \$1.44
Firemen (coal or oil) ...	1.44	Inside hostlers 1.44
Helpers (electric)	1.44	Helpers 1.44
	* * *	

July 16, 1921 - Reductions in wage rates on the Canadian Pacific Railway, Canadian National Railways (including the Grand Trunk Pacific Railway) and the Grand Trunk Railway Lines. (August 1, 1921, for engineers and firemen on the Grand Trunk Railway).

<u>Passenger</u>	<u>Freight</u>
Engineers and motormen ...\$0.48	Engineers (steam,
Firemen (coal or oil) ... 0.48	electric or other
Helpers (electric) 0.48	power) \$0.64
	Firemen (coal or oil) .. 0.64
	Helpers (electric) 0.64

<u>Yard</u>		<u>Hostlers and Hostler Helpers</u>
Engineers	\$0.64	Outside hostlers \$0.64
Firemen (coal or oil) ...	0.64	Inside hostlers 0.64
Helpers (electric)	0.64	Helpers 0.64
	* * *	

May 16, 1927 (Firemen), July 1, 1927 (Engineers) - Basic daily rates as follows:

[illegible]

December 1, 1931 - Wages were reduced by 10 per cent on this date. A further reduction of 10 per cent was made on May 1, 1933. This 20 per cent wage cut was restored by degrees, 5 per cent on November 1, 1933, 3 per cent January 1, 1935, 2 per cent May 1, 1935, 1 per cent February 1, 1937, and every two months thereafter until November 31, 1937. After December 1, 1937, restoration was made at the rate of 2 per cent every two months until April 1, 1938, when pay rates were back to the December 1931 level.

Appendix A

June 1, 1941 - In accordance with the provisions of various Orders-in-Council, weekly bonus payments were made to railway employees as follows:

June 1, 1941	\$1.93
September 1, 1941	2.75
November 15, 1941	3.65
August 15, 1942	4.25
November 15, 1943	4.60

* * *

September 15, 1943 - National War Labour Board decision granted increases as follows:

Hourly rates	\$0.06 per hour
Daily rates	0.48 per day
Weekly rates	2.88 per week
Monthly rates ...	12.48 per month
Mileage rates ...	pro-rated on the basis of 48 cents per day.

* * *

February 15, 1944 - A cost-of-living bonus was incorporated in basic wage rates:

Running Trades:

Engineers and firemen (passenger service)	0.49¢ per mile
Engineers and firemen (through freight service)	0.58¢ per mile
Engineers and firemen (yard service)	72¢ per day
Hostlers	77¢ per day

* * *

June 1, 1946 - A wage settlement increased basic daily rates by 80 cents for engineers, firemen, hostlers and helpers.

* * *

March 1, 1948 - A wage settlement provided the following increases:

Engineers (passenger service) ..	\$1.18 to basic rate per 100 miles; \$1.18 to daily guarantee
(freight service)	\$1.31 per day to basic rate per 100 miles
(yard service)	\$1.28 to daily basic rate
Firemen and helpers	\$1.36 to basic rate per 100 miles

TABLE 23

Basic Daily Wage Rates* of Locomotive Engineers (Steam, Electric or Other Power) on Canadian Railways, 1919-1949
Passenger Service

Classification of Locomotives (Wt. on Drivers in lbs. 000)	1-1- 1919 (a)	5-1- 1920 (b)	7-16- 1921 (c)	7-1- 1927 (d)	9-15- 1943 (e)	2-16- 1944 (f)	6-1- 1946 (g)	3-1- 1948 (h)
	\$	\$	\$	\$	\$	\$	\$	\$
Less than 80	5.60	6.40	5.92	6.16	6.64	7.13	7.93	9.19
80 to 100	5.60	6.40	5.92	6.16	6.64	7.13	7.93	9.19
100 to 140	5.68	6.48	6.00	6.24	6.72	7.21	8.01	9.19
140 to 170	5.76	6.56	6.08	6.32	6.80	7.29	8.09	9.27
170 to 200	5.84	6.64	6.16	6.40	6.88	7.37	8.17	9.35
200 to 250	5.92	6.72	6.24	6.48	6.96	7.45	8.25	9.43
250 to 300	6.00	6.80	6.32	6.56	7.04	7.53	8.33	9.51
300 to 350	6.08	6.88	6.40	6.64	7.12	7.61	8.41	9.59
350 to 400	6.16	6.96	6.48	6.72	7.20	7.69	8.49	9.67
400 to 450	6.24	7.04	6.56	6.80	7.28	7.77	8.57	9.75
450 to 500	6.32	7.12	6.64	6.88	7.36	7.85	8.65	9.83
500 to 550	)	)	)	)	)	)	)	9.91
550 to 600	)	)	)	)	)	)	)	9.99
600 to 650	)	)	)	)	)	)	)	10.07
650 to 700	)	)	)	)	)	)	)	10.15
700 to 750	6.40	7.20	6.72	6.96	7.44	7.93	8.73	10.23
750 to 800	)	)	)	)	)	)	)	10.31
800 to 850	)	)	)	)	)	)	)	10.39
850 to 900	)	)	)	)	)	)	)	10.47
900 to 950	)	)	)	)	)	)	)	10.55
950 to 1,000	)	)	)	)	)	)	)	10.63
<u>Mallets</u>								
Up to 1,000	6.60	7.40	6.92	7.16	7.64	8.13	8.93	10.11
<u>Minimum Daily Earnings¹</u>								
	6.00	6.80	6.32	7.00	7.48	7.97	8.77	9.95

* See page 76 for explanation of column symbols.

Differentials: Canadian National: Western lines, west of Edmonton -
Engineers, add 12¢ per 100 miles or per day to rates shown in table -
engines up to and including 500,000 lbs. weight on drivers and over.

Canadian Pacific: Western lines, Mountain - Between Lake Louise and
Revelstoke, Nakusp and Slocan Branch and all sub-divisions and branches
on Nelson Division West of Columbia River, add \$1.00 or less to rates
shown, according to class of engine; miles over 100 paid pro rata.
Valley - Between Crows Nest and Kootenay Landing, west of Revelstoke,
Arrowhead and Slocan Sub-divisions and east of the Columbia River on
Nelson Division, add 12¢ per 100 miles or less to rates shown, accord-
ing to class of engine; miles over 100 paid pro rata.

¹ From mileage, overtime and other rules applicable for each day service
is performed. Applied to short-turn-around service only, prior to
1924 in the United States and 1927 in Canada.

TABLE 24

Basic Daily Wage Rates* of Locomotive Engineers (Steam Power)
on Canadian Railways, 1919-1949
Through Freight Service¹

Classification of Locomotives (Wt. on Drivers in lbs. 000)	1-1- 1919 (a)	5-1- 1920 (b)	7-16- 1921 (c)	7-1- 1927 (d) ²	9-15- 1943 (e)	2-16- 1944 (f)	6-1- 1946 (g)	3-1- 1948 (h)
	\$	\$	\$	\$	\$	\$	\$	\$
Less than 80	6.08	7.12	6.48	6.84	7.32	7.90	8.70	10.17
80 to 100	6.16	7.20	6.56	6.92	7.40	7.98	8.78	10.17
100 to 140	6.24	7.28	6.64	7.00	7.48	8.06	8.86	10.17
140 to 170	6.48	7.52	6.88	7.24	7.72	8.30	9.10	10.41
170 to 200	6.64	7.68	7.04	7.40	7.88	8.46	9.26	10.57
200 to 250	6.80	7.84	7.20	7.56	8.04	8.62	9.42	10.73
250 to 300	6.94	7.98	7.34	7.70	8.18	8.76	9.56	10.87
300 to 350	7.08	8.12	7.48	7.84	8.32	8.88	9.68	11.01
350 to 400	)	)	)	)	)	)	)	11.21
400 to 450	)	)	)	)	)	)	)	11.39
450 to 500	)	)	)	)	)	)	)	11.57
500 to 550	)	)	)	)	)	)	)	11.93
550 to 600	)	)	)	)	)	)	)	12.11
600 to 650	)	)	)	)	)	)	)	12.29
650 to 700	7.28	8.32	7.68	8.04	8.52	9.10	9.90	12.47
700 to 750	)	)	)	)	)	)	)	12.65
750 to 800	)	)	)	)	)	)	)	12.83
800 to 850	)	)	)	)	)	)	)	13.01
850 to 900	)	)	)	)	)	)	)	13.19
900 to 950	)	)	)	)	)	)	)	13.37
950 to 1,000	)	)	)	)	)	)	)	13.55
<u>Mallets</u>								
Up to 700	7.78	8.82	8.18	8.54	9.02	9.60	10.40	11.71
700 to 1,000	8.00	9.04	8.40	8.76	9.24	9.82	10.62	11.93

* See page 76 for explanation of column symbols.

Differentials: Canadian National: Western lines, west of Edmonton -
Add 13¢ per 100 miles or per day to rates shown in table up to and
including engines weighing 300,000 to 350,000 lbs. weight on drivers,
and 20¢ per 100 miles on engines weighing 350,000 and over weight on
drivers.

Canadian Pacific: Western lines, Mountain - Between Lake Louise and
Revelstoke, Nakusp and Slocan Branch and all sub-divisions and branches
on Nelson Division west of Columbia River, add 75¢ per 100 miles or
less to rates shown, according to class of engine; miles over 100 to be
paid pro rata.

Valley - Between Crows Nest and Kootenay Landing, west of Revelstoke,
Arrowhead and Slocan Sub-divisions, and east of the Columbia River on
Nelson Division, add 13¢ per 100 miles or less to rates shown, accord-
ing to class of engine; miles over 100 paid for pro rata.

¹ For local or way freight service add 52¢ to these rates.

² Payroll deductions made as follows: Canadian Railways, 10 per cent
effective November 1, 1933; 12 per cent effective January 1, 1935;

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10 per cent effective May 1, 1935; 9 per cent effective February 1, 1937; thereafter the deduction was reduced at the rate of one per cent every two months, and after December 1, 1937 at the rate of 2 per cent every two months so that by April 1, 1938, the deduction was terminated. Basic rates remained unchanged. Beginning in 1941, weekly bonus payments were made to Canadian Railway employees as follows: \$1.93 effective June 1, 1941; \$3.20, effective September 1, 1941; \$3.65, effective November 16, 1941; \$4.25, effective August 16, 1942, and \$4.60, effective November 16, 1943.

TABLE 25

Basic Daily Wage Rates* of Locomotive Engineers (Steam, Electric
or Other Power) on Canadian Railways, 1919-1949
Yard Service

Classification of Locomotives (Wt. on Drivers in lbs. 000)	1-1- 1919 (a)	5-1- 1920 (b)	7-16- 1921 (c)	7-1- 1927 (d) ¹	9-15- 1943 (e)	2-16- 1944 (f)	6-1- 1946 (g)	3-1- 1948 (h)
	\$	\$	\$	\$	\$	\$	\$	\$
Less than 80	5.60	7.04	6.40	6.72	7.20	7.92	8.72	10.17
80 to 100	5.60	7.04	6.40	6.72	7.20	7.92	8.72	10.17
100 to 140	5.60	7.04	6.40	6.72	7.20	7.92	8.72	10.17
140 to 170	5.76	7.20	6.56	6.88	7.36	8.08	8.88	10.41
170 to 200	5.76	7.20	6.56	6.88	7.36	8.08	8.88	10.57
200 to 250	5.92	7.36	6.72	7.04	7.52	8.24	9.04	10.73
250 to 300	5.92	7.36	6.72	7.04	7.52	8.24	9.04	10.87
300 to 350	)	)	)	)	)	)	)	11.01
350 to 400	)	)	)	)	)	)	)	11.21
400 to 450	)	)	)	)	)	)	)	11.39
450 to 500	)	)	)	)	)	)	)	11.57
500 to 550	)	)	)	)	)	)	)	11.93
550 to 600	)	)	)	)	)	)	)	12.11
600 to 650	6.08	7.52	6.88	7.20	7.68	8.40	9.20	12.29
650 to 700	)	)	)	)	)	)	)	12.47
700 to 750	)	)	)	)	)	)	)	12.65
750 to 800	)	)	)	)	)	)	)	12.83
800 to 850	)	)	)	)	)	)	)	13.01
850 to 900	)	)	)	)	)	)	)	13.19
900 to 950	)	)	)	)	)	)	)	13.37
950 to 1,000	)	)	)	)	)	)	)	13.55
<u>Mallets</u>								
Up to 700	6.68	8.12	7.48	7.80	8.28	9.00	9.80	11.08
700 to 1,000	6.92	8.36	7.72	8.04	8.52	9.24	10.04	11.32

* See page 76 for explanation of column symbols.

¹ Payroll deductions made as follows: Canadian Railways, 10 per cent effective November 1, 1933; 12 per cent effective January 1, 1935; 10 per cent effective May 1, 1935; 9 per cent effective February 1, 1937; thereafter the deduction was reduced at the rate of one per cent every two months, and after December 1, 1937 at the rate of 2 per cent every two months so that by April 1, 1938, the deduction was terminated. Basic rates remained unchanged. Beginning in 1941, weekly bonus payments were made to Canadian Railway employees as follows: \$1.93, effective June 1, 1941; \$3.20, effective September 1, 1941; \$3.65, effective November 16, 1941; \$4.25, effective August 16, 1942, and \$4.60, effective November 16, 1943.

TABLE 26

Basic Daily Wage Rates* of Locomotive Firemen (On Coal Burning Locomotives),
Hostlers, And Hostler Helpers, On Canadian Railways, 1919-1949.
Passenger Service

Classification of Locomotives (Wt. on Drivers in lbs. 000)	1-1- 1919 (a)	5-1- 1920 (b)	7-16- 1921 (c)	5-16- 1927 (d) ¹	9-15- 1943 (e)	2-16- 1944 (f)	6-1- 1946 (g)	3-1- 1948 (j)
	\$	\$	\$	\$	\$	\$	\$	\$
Less than 80	4.00	4.80	4.32	4.56	5.04	5.53	6.33	7.69
80 to 100	4.08	4.88	4.40	4.64	5.12	5.61	6.41	7.77
100 to 140	4.16	4.96	4.48	4.72	5.20	5.69	6.49	7.85
140 to 170	4.32	5.12	4.64	4.88	5.36	5.85	6.65	8.01
170 to 200	4.40	5.20	4.72	4.96	5.44	5.93	6.73	8.09
200 to 250	4.48	5.28	4.80	5.04	5.52	6.01	6.81	8.17
250 to 300	4.48	5.28	4.80	5.04	5.52	6.01	6.81	8.17
300 to 350	4.56	5.36	4.88	5.12	5.60	6.09	6.89	8.25
350 to 400	4.64	5.44	4.96	5.20	5.68	6.17	6.97	8.33
400 to 450	4.72	5.52	5.04	5.28	5.76	6.25	7.05	8.41
450 to 700	4.80	5.60	5.12	5.36	5.84	6.33	7.13	8.49
700 to 1,000	4.88	5.68	5.20	5.44	5.92	6.41	7.21	8.57
<u>Mallets</u>								
All weights	5.20	6.00	5.52	5.76	6.24	6.73	7.53	8.89
Minimum Daily Earnings ²	4.25	5.05	4.57	5.25	5.73	6.22	7.02	8.38

* See page 76 for explanation of column symbols.

Differentials: Canadian Pacific: Western lines, Mountain - Between Lake Louise and Revelstoke, Nakusp and Slocan Branch, and all sub-divisions and branches on Nelson Division west of the Columbia River, add 65¢ per 100 miles or less (steam, electric, or other power) to rates shown in table, according to class of engine. Miles over 100 to be paid pro rata. Between Crows Nest and Kootenay Landings, west of Revelstoke, Arrowhead and Slocan Sub-division and east of Columbia River on Nelson Division, add 7¢ per 100 miles or less.

¹ Payroll deductions made as follows: Canadian Railways, 10 per cent effective November 1, 1933; 12 per cent effective January 1, 1935; 10 per cent effective May 1, 1935; 9 per cent effective February 1, 1937; thereafter the deduction was reduced at the rate of one per cent every two months, and after December 1, 1937 at the rate of 2 per cent every two months so that by April 1, 1938, the deduction was terminated. Basic rates remained unchanged. Beginning in 1941, weekly bonus payments were made to Canadian Railway employees as follows: \$1.93, effective June 1, 1941; \$3.20, effective September 1, 1941; \$3.65, effective November 16, 1941; \$4.25, effective August 16, 1942, and \$4.60, effective November 16, 1943.

² From mileage, overtime and other rules applicable for each day service is performed. Applied to short-turn-around service only, prior to 1924 in the United States and 1927 in Canada.

TABLE 27

Basic Daily Wage Rates* of Locomotive Firemen (On Coal Burning Steam Locomotives), Hostlers, and Hostler Helpers, on Canadian Railways, 1919-1949. Through Freight Service¹

Classification of Locomotives (Wt. on Drivers in lbs. 000)	1-1-1919 (a)	5-1-1920 (b)	7-16-1921 (c)	5-16-1927 (d) ²	9-15-1943 (e)	2-16-1944 (f)	6-1-1946 (g)	3-1-1948 (j)
	\$	\$	\$	\$	\$	\$	\$	\$
Less than 80	4.24	5.28	4.64	5.00	5.48	6.06	6.86	8.22
80 to 100	4.32	5.36	4.72	5.08	5.56	6.14	6.94	8.30
100 to 140	4.48	5.52	4.88	5.24	5.72	6.30	7.10	8.46
140 to 170	4.64	5.68	5.04	5.40	5.88	6.46	7.26	8.62
170 to 200	4.80	5.84	5.20	5.56	6.04	6.62	7.42	8.78
200 to 250	4.96	6.00	5.36	5.72	6.20	6.78	7.58	8.94
250 to 300	5.12	6.16	5.52	5.88	6.36	6.94	7.74	9.10
300 to 350	5.28	6.32	5.68	6.04	6.52	7.10	7.90	9.26
350 to 450	5.28	6.32	5.68	6.04	6.52	7.10	7.90	9.42
450 to 1,000	5.44	6.48	5.84	6.20	6.68	7.26	8.06	9.73
<u>Mallets</u>								
Up to 650	5.44	6.48	5.84	6.20	6.68	7.26	8.06	9.42
650 to 1,000	5.75	6.79	6.15	6.51	6.91	7.57	8.37	9.73

* See page 76 for explanation of column symbols.

Differentials: Canadian National: East of Port Arthur and Armstrong, Ont., add 13¢ per 100 miles or per day to rate shown in table for coal firemen west of Foleyet on engines 140,000 to 170,000 lbs. weight on drivers and 7¢ on engines 200,000 to 250,000 lbs. weight on drivers. Add 13¢ per 100 miles or per day to rate shown for coal firemen on the territory, Taschereau, Quebec to Armstrong, Ont. on engines 140,000 to 170,000 lbs. weight on drivers; 14¢ on engines 200,000 to 250,000 lbs. weight on drivers and 9¢ engines 300,000 to 350,000 lbs. weight on drivers. West of Port Arthur and Armstrong, Ont., add 13¢ per 100 miles per day in addition to rate shown in table - applied to coal firemen west of Port Arthur and Armstrong, Ont. - engines 140,000 to 170,000 lbs. weight on drivers; 14¢ on engines 200,000 to 250,000 lbs. weight on drivers. Valley - west of Edmonton, add 7¢.

Canadian Pacific - Western lines, Mountain - Between Lake Louise and Revelstoke, Nakusp and Slocan Branch and all sub-divisions and branches on Nelson Division west of the Columbia River, freight service for firemen .60¢ per 100 miles or less (steam, electric, or other power) shall be added to rates shown, according to class of engine. Miles over 100 to be paid pro rata. Between Crows Nest and Kootenay Landings, west of Revelstoke, Arrowhead and Slocan Sub-division and east of Columbia River on Nelson Division - for firemen 07¢ in freight service per 100 miles or less.

¹ For local or way freight service add 40¢ to these rates.

² Payroll deductions made as follows: Canadian Railways, 10 per cent effective November 1, 1933; 12 per cent effective January 1, 1935; 10 per cent effective May 1, 1935; 9 per cent effective February 1, 1937; thereafter the deduction was reduced at the rate of one per cent every two months, and after December 1, 1937 at the rate of 2 per cent every

two months so that by April 1, 1938, the deduction was terminated. Basic rates remained unchanged. Beginning in 1941, weekly bonus payments were made to Canadian Railway employees as follows: \$1.93, effective June 1, 1941; \$3.20, effective September 1, 1941; \$3.65, effective November 16, 1941; \$4.25, effective August 16, 1942, and \$4.60, effective November 16, 1943.

TABLE 28

Basic Daily Wage Rates* of Locomotive Firemen (On Coal Burning Steam Locomotives), Hostlers, and Hostler Helpers, on Canadian Railways, 1919-1949. Yard Service

Classification of Locomotives (Wt. on Drivers in lbs. 000)	1-1- 1919 (a)	5-1- 1920 (b)	7-16- 1921 (c)	5-16- 1927 (d) ¹	9-15- 1943 (e)	2-16- 1944 (f)	6-1- 1946 (g)	3-1- 1948 (j)
	\$	\$	\$	\$	\$	\$	\$	\$
Less than 140	4.16	5.60	4.96	5.28	5.76	6.48	7.28	8.64
140 to 200	4.28	5.72	5.08	5.40	5.88	6.60	7.40	8.76
200 to 600	4.40	5.84	5.20	5.52	6.00	6.72	7.52	8.88
600 to 1,000	4.56	6.00	5.36	5.68	6.16	6.88	7.68	9.04
<u>Mallets</u>								
Up to 650	5.28	6.72	6.08	6.40	6.88	7.60	8.40	9.76
650 to 1,000	5.52	6.96	6.32	6.64	7.12	7.84	8.64	10.00
Outside Hostlers	4.80	6.24	5.60	6.10	6.58	7.35	8.15	9.51
Inside Hostlers	4.16	5.60	4.96	5.50	5.98	6.75	7.55	8.91
Hostler Helpers	3.60	5.04	4.40	4.90	5.38	6.15	6.95	8.31

* See page 76 for explanation of column symbols.

- ¹ Payroll deductions made as follows: Canadian Railways, 10 per cent effective November 1, 1933; 12 per cent effective January 1, 1935; 10 per cent effective May 1, 1935; 9 per cent effective February 1, 1937; thereafter the deduction was reduced at the rate of one per cent every two months, and after December 1, 1937 at the rate of 2 per cent every two months so that by April 1, 1938, the deduction was terminated. Basic rates remained unchanged. Beginning in 1941, weekly bonus payments were made to Canadian Railway employees as follows: \$1.93, effective June 1, 1941; \$3.20, effective September 1, 1941; \$3.65, effective November 16, 1941; \$4.25, effective August 16, 1942, and \$4.60, effective November 16, 1943.

Explanation of column symbols used in Tables 23-28

- (a) Rates of pay established by Supplement No. 15 to General Order No. 27 applied, on Canadian railways.
- (b) Rates of pay established by Decision No. 2 of United States Railroad Labor Board, applied on Canadian railways.
- (c) Reduction in rates of pay as provided for in Decision No. 147, applied on Canadian railways.
- (d) Increases corresponding to settlement in New York Central Railways.
- (e) Increase of 6 cents an hour granted by National War Labour Board.
- (f) Through various Orders-in-Council weekly bonus payments were made as follows: June 1, 1941, \$1.93; September 1, 1941, \$2.75; November 16, 1941, \$3.65; August 15, 1942, \$4.25; November 15, 1943, \$4.60. On February 16, 1944, a cost of living bonus was incorporated in basic wage rates, the amount varying according to class of service and class of employee.
- (g) Wage settlement providing for increase of 8 cents a mile, 10 cents per hour, 80 cents per day.
- (h) Wage agreement providing for \$1.18 increase in passenger service, \$1.31 in freight service, and providing for freight rates of pay in yard service.
- (j) Wage agreement providing for \$1.36 in passenger, freight and yard service and for hostlers and hostler helpers. Coal rates applicable to helpers on diesel-electric locomotives January 1, 1949.

Train Service Employees

It should be noted that while the basic daily rate in yard service is likely to be very close to actual earnings, it is, in many instances, only one component of earnings in road service.

January 1, 1919 - Basic daily wage rates as follows:

	<u>Passenger</u>	<u>Freight</u>	<u>Yard</u>
Conductors	\$6.00	\$5.40	\$5.33
Baggagemen	4.16	-	-
Flagmen and Brakemen ..	4.00	4.08	5.00
Switch tenders	-	-	4.00

In the order providing for these changes there was a clause affecting yard service: "...all time worked in excess of 8 hours continuous service in a 24-hour period shall be paid for as overtime, on the minute basis, at one and one-half times the hourly rate."

* * *

May 1, 1920 - Increase in basic daily wage rates:

	<u>Passenger</u>	<u>Freight</u>	<u>Yard</u>
Conductors	\$1.00	\$1.04	\$1.63
Baggagemen	1.00	-	-
Flagmen and brakemen ..	1.00	1.04	1.48
Switch tenders	-	-	1.04

* * *

July 16, 1921 - Reductions in wage rates on the Canadian Pacific Railway, Canadian National Railways (including the Grand Trunk Pacific Railway) and the Grand Trunk Railway Lines. (August 1, 1921, for engineers and firemen on the Grand Trunk Railway).

	<u>Passenger</u>	<u>Freight</u>	<u>Yard</u>
Conductors	\$0.60	\$0.64	\$0.64
Baggagemen	0.60	-	-
Flagmen and brakemen ..	0.60	0.64	0.64
Switch tenders	-	-	0.64

* * *

December 1, 1926 - Increase in basic daily wage rates:

	<u>Passenger</u>	<u>Freight</u>	<u>Yard</u>
Conductors	\$0.30	\$0.36	\$0.32
Baggagemen	0.30	-	-
Brakemen	0.30	0.36	0.32
Switch tenders	-	-	0.32

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This settlement also provided for guaranteed daily earnings minimum in passenger services, as follows:

Conductors	\$7.00
Baggagemen	5.16
Brakemen	5.00

* * *

November 1, 1929 - Increase in basic daily wages rates:

	<u>Passenger</u>	<u>Freight</u>	<u>Yard</u>
Conductors	\$0.38	\$0.09	\$0.10
Baggagemen	0.08	-	-
Brakemen	0.07	0.07	0.09
Switch tenders	-	-	0.07

* * *

December 1, 1931 - Wages were reduced by 10 per cent on this date. A further reduction of 10 per cent was made on May 1, 1933. This 20 per cent wage cut was restored by degrees, 5 per cent on November 1, 1933, 3 per cent on January 1, 1935, 2 per cent on May 1, 1935, 1 per cent on February 1, 1937 and every two months thereafter. After December 1, 1937, restoration was made at the rate of 2 per cent every two months until April 1, 1938, when pay rates were back to the December 1931 level.

* * *

June 1, 1941 - In accordance with the provisions of various Orders-in-Council, weekly bonus payments were made as follows:

June 1, 1941	\$1.93 per week above basic rates
September 1, 1941..	2.75 per week above basic rates
November 15, 1941..	3.65 per week above basic rates
August 15, 1942 ...	4.25 per week above basic rates
November 15, 1943..	4.60 per week above basic rates.

* * *

September 15, 1943 - National War Labour Board decision granted increases as follows:

Hourly rates	\$0.06 per hour
Daily rates	0.48 per day
Weekly rates	2.88 per week
Monthly rates ...	12.48 per month
Mileage rates ...	pro-rated on the basis of 48 cents per day

* * *

February 16, 1944 - A cost of living bonus was incorporated in basic wage rates as follows:

Conductors, assistant conductors, baggagemen, brakemen, yardmen, switch tenders and yardmasters:

Passenger service ...	.44¢ to the rate per mile; \$19.93 to the monthly guarantee
Through freight service .....	.61¢ to the rate per mile
Yard service	77¢ to the rate per day
Switch tenders	77¢ to the rate per day
Yardmasters (certain lines)	77¢ to the rate per day

* * *

June 1, 1946 - A wage settlement providing for the following increases:

Passenger service ....	.533¢ per mile to existing mileage rates; \$24 to basic monthly guarantee
Freight service .....	.8¢ per mile to existing mileage rates

* * *

March 1, 1948 - A wage settlement providing for the following increases:

Train conductors, assistant conductors and trainmen (passenger service) ...	.907¢ per mile to existing basic mileage rates; \$40.80 to existing monthly guarantees
Train conductors and brakemen (freight service)	\$1.36 to existing rates of pay per 100 miles
Sleeping and parlour car conductors and attendants and dining, cafe and buffet car stewards, chefs, waiters and cooks ..	\$40.80 to existing monthly basic rates of pay.

TABLE 29

Basic Daily Wage Rates* of Conductors, Trainmen, and Yardmen
on Canadian Railways, 1919-1949

Classification	1-1- 1919 (a)	5-1- 1920 (b)	7-16- 1921 (c)	12-1- 1926 (d)	11-1- 1929 (e) ¹	9-15- 1943 (f)	2-16- 1944 (g)	6-1- 1946 (h)	3-1- 1948 (j)
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Conductors:									
Passenger	6.00	7.00	6.40	6.70	7.08	7.56	8.22	9.02	10.38
Through freight	5.40	6.44	5.80	6.16	6.25	6.73	7.34	8.14	9.50
Local freight	5.92	6.96	6.32	6.68	6.77	7.25	7.86	8.66	10.02
Baggagemen	4.16	5.16	4.56	4.86	4.94	5.42	6.08	6.88	8.24
Brakemen:									
Passenger	4.00	5.00	4.40	4.70	4.77	5.25	5.91	6.71	8.07
Through freight	4.08	5.12	4.48	4.84	4.91	5.39	6.00	6.80	8.16
Local freight	4.48	5.52	4.88	5.24	5.31	5.79	6.40	7.20	8.56
Yardmen:									
Foremen	5.33	6.96	6.32	6.64	6.74	7.22	7.99	8.79	10.53 ²
Helpers	5.00	6.48	5.84	6.16	6.25	6.73	7.50	8.30	9.66
Switch tenders	4.00	5.04	4.40	4.72	4.79	5.27	6.04	6.84	8.20

* Explanation of column symbols:

- (a) Rates of pay established by Supplement No. 16, to General Order No. 27, applied on Canadian Railways.
- (b) Rates of pay established by Decision No. 2, issued by United States Railroad Labor Board, applied on Canadian Railways.
- (c) Reduction in rates of pay as provided for in Decision No. 147, issued by United States Railroad Labor Board, applied on Canadian Railways.
- (d) Increases provided for in New York Central settlement also granted by Canadian Railways.
- (e) Wage agreement provided increases per day as follows: Passenger conductors 38¢, passenger brakemen 7¢, baggagemen 8¢, freight conductors 9¢, freight brakemen 7¢, yard foremen 10¢, yard helpers 9¢, switch tenders 7¢.
- (f) National War Labour Board decision granted increase of 6¢ per hour.
- (g) In accordance with the provisions of various Orders-in-Council weekly bonus payments were made to railway employees as follows: June 1, 1941, \$1.93; September 1, 1941, \$2.75; November 15, 1941, \$3.65; August 15, 1942, \$4.25; November 15, 1943, \$4.60. On February 16, 1944 cost of living bonus was incorporated in basic wage rates, the amount varying according to class of service and class of employees.
- (h) Wage settlement providing for increase of 8¢ per mile, 10¢ per hour, 80¢ per day.
- (j) Wage settlement providing for increase of \$1.36 per basic day.

¹ Payroll deductions made as follows: Canadian railways, 10 per cent effective December 1, 1931; 20 per cent effective May 1, 1933; 15 per cent effective November 1, 1933; 12 per cent effective January 1, 1935; 10 per cent effective May 1, 1935; 9 per cent effective February 1, 1937; thereafter the deduction was reduced at the rate of one per cent every two months, and after December 1, 1937 at the rate of

2 per cent every two months so that by April 1, 1938 the deduction was terminated. Basic rates remained unchanged. Beginning in 1941, weekly bonus payments were made to Canadian railway employees as follows: \$1.93, effective June 1, 1941; \$3.20, effective September 1, 1941; \$3.65, effective November 16, 1941; \$4.25, effective August 16, 1942; and \$4.60, effective November 16, 1943.

² Rate of \$10.15, effective March 1, 1948; rate of \$10.51, effective May 1, 1948.

APPENDIX B

Basic Wage Rates, Running Trades', All Classes of Road Service

A. Locomotive Engineers

Canadian Pacific

Road Service (per day of 100 miles)

Type and Number of Units	Atlantic and Eastern (effective March 16, 1965)		Prairie and Pacific	
	Passenger	Freight	Passenger	Freight
	\$	\$	\$	\$
1 unit	15.54	17.87	16.42	17.87
2 units	16.20	19.28	17.11	19.32
3 units	16.83	20.73	17.78	20.80
4 units	17.44	22.12	18.45	22.23
Add for each extra unit.	.63	1.42	.67	1.45
Self-propelled cars	\$15.37		\$16.14	
Add for local and way freight service ....	.75		.78	

Yard Service (per day of 8 hours, effective September 16, 1965)

\$21.93

\$21.93

(A Road Switcher rate of \$3.12 above the through freight rate is payable)

✓ Pacific Region mountain and valley differentials:

	Passenger Service	Freight Service
Mountain	\$1.00	\$.75
Valley .....	.17	.20
	* * *	

Canadian National

Road Service (per day of 100 miles)

Weight on Drivers lbs. (000)	Atlantic and Central (effective May 1, 1965)		Prairie and Mountain	
	Passenger	Freight	Passenger	Freight
	\$	\$	\$	\$
Less than 140	15.48	17.39	15.73	17.10
to	to	to	to	to
950 to 1,000	17.47	21.81	17.72	21.52
Add for each additional 50,000 lbs. ....	.08	.18	.08	.18
Add for local and way freight service	\$.78		\$.77	

Yard Service (per day of 8 hours, effective May 1, 1965)

\$21.27

\$21.88 to \$24.37

✓ Valley differential is paid on lines west of Edmonton. This produces rates on the same scale as above as follows:

Passenger Service	Freight Service
\$15.89 to \$17.88	\$17.30 to \$21.72

B. Locomotive FiremenCanadian PacificRoad Service (per day of 100 miles)

Type and Number of Units	<u>Atlantic and Eastern</u>		<u>Prairie and Pacific</u>	
	(effective February 1, 1965)	(effective April 1, 1965)	(effective February 1, 1965)	(effective April 1, 1965)
	Passenger	Freight	Passenger	Freight
	\$	\$	\$	\$
1 unit	13.61	14.89	13.61	14.89
2 units	13.61	15.11	13.61	15.11
3 units	13.61	16.17	13.61	16.17
4 units and over	14.12	17.24	14.12	17.24
<u>Add</u> for local or way freight service		(effective April 1, 1965) 57¢ per 100 miles or less		

Yard Service (per day of 8 hours, effective April 1, 1965)

\$17.01

Hostling Service (per day of 8 hours or less, effective February 1, 1965)

\$17.57

* * *

Canadian NationalRoad Service (per day of 100 miles)

Weight on Drivers lbs. (000)	<u>Atlantic and Central</u>		<u>Prairie and Mountain¹</u>	
	(effective May 1, 1965)			
	Passenger	Freight	Passenger	Freight
	\$	\$	\$	\$
Less than 140	13.44	14.23	13.44	14.23
to	to	to	to	to
1,000 and over ...	14.93	17.61	14.93	17.61
<u>Add</u> for local or way freight service....		(effective May 1, 1965) 62¢ per 100 miles or less		

Yard Service (per day of 8 hours, effective May 1, 1965)

\$17.13

Hostling Service (per day of 8 hours or less, effective May 1, 1965)

Inside Hostler	\$17.72
Outside Hostler	18.77
Main Line Hostler	19.45
Outside Hostler's Help	16.67

¹ Valley differential is paid on lines west of Edmonton. This produces rates on the same scale as above as follows:

Passenger Service	Freight Service
\$13.51 to \$15.00	\$14.31 to \$17.68

Appendix B

C. TrainmenCanadian PacificRoad Service (per day of 150 miles in passenger service, 100 miles in freight service)

Job Category	Atlantic and Eastern (effective September 1, 1964)		Prairie and Pacific	
	Passenger	Freight	Passenger	Freight
	\$	\$	\$	\$
Conductor	17.50	16.18	17.50	(various) 16.18 to 17.50
Assistant conductor	15.14	-	-	-
Baggageman	14.25	-	14.25	(14.16 to
Brakeman	14.01	14.16	14.01	15.53)

Yard Service (per day of 8 hours, effective September 1, 1964)

Car retarder operator ..	\$21.96	-
Yard foreman	20.89	\$20.89
Yardman	19.35	19.35
Switch tender	16.75	16.75

* * *

Canadian NationalRoad Service (per day of 150 miles in passenger service, 100 miles in freight service)

Job Category	Atlantic and Central (effective May 1, 1965)		Prairie and Mountain	
	Passenger	Freight	Passenger	Freight
	\$	\$	\$	\$
Conductor	17.29	16.35	17.86	(various) 16.50 to 17.31
Assistant conductor	15.42	-	-	-
Baggageman	14.44	-	14.53	-
Brakeman	14.18	14.32	14.30	14.44 to 15.18

Yard Service (per day of 8 hours, effective May 1, 1965)

Car retarder operator ..	\$22.24	\$22.24
Yard foreman	21.27	21.27
Yardman	19.74	19.74
Switch tender	17.09	17.09

APPENDIX C

Basic Rates of Pay in the Immediate Post McAdoo Period, Incorporating Increases Provided in the McAdoo Award

The tables that follow give the basic rates of pay that were in effect in the immediate post McAdoo period, incorporating the increases that were provided by the so-called McAdoo award. The data incorporated into these tables has been extracted directly from the available collective agreements, but no information was available for trainmen on the Canadian National for the western regions or yard service.

Another source of incomparability derives from the fact that, in some cases, the only rates that were available were those that were in effect on January 1, 1920 or May 1, 1920. Total comparability would require the provision of all rates effective on January 1, 1919.

Basic Rates of Pay - Canadian Railway Running Trades - 1919-1920 Scheme showing comparability of following tables

Canadian National			Canadian Pacific		
Occupation	East	West	Occupation	East	West
Engineers	A	A	Engineers	B	A
Firemen	B	A	Firemen	B	A
Trainmen	A	N	Trainmen	C	A

A - Rates effective January 1, 1919.

B - Rates effective January 1, 1920.

C - Rates effective May 1, 1920.

N - No agreement available.

Appendix C

A. Locomotive Engineers

Canadian National - Eastern Lines

Road Service (per day of 100 miles, effective January 1, 1919)

Weight on Drivers lbs. (000)	Passengers (\$)	Freight (\$)
Less than 80	5.60	6.08
80 to 100	5.60	6.16
100 to 140	5.68	6.24
140 to 170	5.76	6.48
170 to 200	5.84	6.64
200 to 250	5.92	6.80
250 to 300	6.00	6.94
300 to 350	6.08	7.08
350 and over	-	7.28

Yard Service (per day of 8 hours, effective January 1, 1919)

Weight on Drivers lbs. (000)	Per Day (\$)
Less than 140	5.60
140 to 200	5.76
200 to 300	5.92
300 and over	6.08

* * *

Canadian Pacific - Eastern Lines

Road Service (per day of 100 miles, effective January 1, 1920)

Weight on Drivers lbs. (000)	Passenger (\$)	Freight (\$)
Less than 80	6.16	6.84
80 to 100	6.16	6.92
100 to 140	6.24	7.00
140 to 170	6.32	7.24
170 to 200	6.40	7.40
200 to 250	6.48	7.56
250 to 300	6.56	7.70
300 to 350	6.64	7.84
350 to 400	6.72	8.04
(for all weights over 350)		
400 to 450	6.80	-
450 to 500	6.88	-
500 and over	6.96	-
Mallets, regardless of weight	7.16	-

Yard Service (per day of 8 hours, effective May 1, 1920)

Weight of Drivers lbs. (000)	Per Day (\$)
Less than 140	7.04
140 to 200	7.20
200 to 300	7.26
300 and over	7.52

* * *

Canadian National - Western LinesRoad Service (per day of 100 miles, effective January 1, 1919)

Weight of Drivers lbs. (000)	Passenger (\$)	Freight (\$)
Less than 80	5.60	6.08
80 to 100	5.60	6.16
100 to 140	5.68	6.24
140 to 170	5.76	6.48
170 to 200	5.84	6.64
200 to 250	5.92	6.80
250 to 300	6.00	6.94
300 to 350	6.08	7.08
350 to 400	6.16	7.28

Valley rates are paid, in specified areas, ranging from \$6.28 to \$6.84 for the above weights in passenger service, and from \$6.97 to \$8.17 in freight service.

Yard Service (per day of 8 hours, effective January 1, 1919)

Weight of Drivers lbs. (000)	Per Day (\$)
Less than 140	5.60
140 to 200	5.76
200 to 300	5.92
300 and over	6.08

* * *

Canadian Pacific - Western Lines

(Fort William to Lake Louise and Dunmore to Crows Nest)

Road Service (per day of 100 miles, effective January 1, 1919)

Weight on Drivers lbs. (000)	Passenger (\$)	Freight (\$)
Less than 80	5.60	6.08
80 to 100	5.60	6.16
100 to 140	5.68	6.24
140 to 170	5.76	6.48
170 to 200	5.84	6.64
200 to 250	5.92	6.80
250 to 300	6.00	6.94
300 to 350	6.08	7.08
350 and over	-	7.28

Appendix C

Mountain and Valley differentials are paid in specified areas as follows:

	Passenger	Freight
Mountain	\$1.00	\$.75
Valley .....	.12	.13

Yard Service (per day of 8 hours, effective January 1, 1919)

Weight on Drivers lbs. (000)	Per Day (\$)
Less than 140	5.60
140 to 200	5.76
200 to 300	5.92
300 and over	6.08
* * *	

B. Locomotive Firemen

Canadian National - Eastern Lines

Canadian Pacific - Eastern Lines

Road Service (per day of 100 miles, effective January 1, 1920)

Weight on Drivers lbs. (000)	Passenger (\$)	Freight (\$)
Less than 80	4.00	4.24
80 to 100	4.08	4.32
100 to 140	4.16	4.48
140 to 170	4.32	4.64
170 to 200	4.40	4.80
200 to 250	4.48	4.96
250 to 300	4.50	5.12
300 to 350	4.56	5.28
350 and over	-	5.44

Yard Service (per day of 8 hours, effective January 1, 1919)

Weight on Drivers lbs. (000)	Per Day (\$)
Less than 140	4.16
140 to 200	4.28
200 to 300	4.40
300 and over	4.56
* * *	

Canadian National - Western LinesRoad Service (per day of 100 miles, effective January 1, 1919)

Weight on Drivers lbs. (000)	Passenger (\$)	Freight (\$)
Less than 80	4.00	4.24
80 to 100	4.08	4.32
100 to 140	4.16	4.48
140 to 170	4.32	4.77
170 to 200	4.40	4.80
200 to 250	4.83	5.03
250 to 300	4.83	5.12
300 to 350	4.83	5.28
350 to 400	4.83	5.44 (350 and over)
400 to 450	4.83	-
450 to 500	4.83	-
500 and over	4.88	-
Mallets, regardless of weight	5.20	5.44 (less than 275)
	-	5.75 (over 275)

Yard Service (per day of 8 hours, effective January 1, 1919)

Weight on Drivers lbs. (000)	Per Day (\$)
Less than 140	4.16
140 to 200	4.28
200 to 300	4.40
300 and over	4.56
Mallets, under 275	5.28
Mallets, 275 and over ..	5.52

* * *

Canadian Pacific - Western LinesRoad Service (per day of 100 miles, effective January 1, 1919)

Weight on Drivers lbs. (000)	Passenger (\$)	Freight (\$)
Less than 80	4.00	4.24
80 to 100	4.08	4.32
100 to 140	4.16	4.48
140 to 170	4.32	4.64
170 to 200	4.40	4.80
200 to 250	4.48	4.97
250 to 300	4.48	5.12
300 to 350	4.56	5.37
350 and over	-	5.44

Mountain and Valley differentials are paid in specified areas as follows:

	Passenger	Freight
Mountain	\$.65	\$.60
Valley .....	.07	.07

Appendix C

Yard Service (per day of 8 hours, effective January 1, 1919)

Weight on Drivers lbs. (000)	Per Day (\$)
Less than 140	4.16
140 to 200	4.28
200 to 300	4.40
300 and over	4.56

* * *

C. Trainmen

Canadian National - Eastern Lines

Road Service (per day of 150 miles, effective January 1, 1919)

Job Category	Passenger (\$)	Monthly Minimum (\$)	Through Freight ¢ per mile	Way Freight ¢ per mile
Conductors	6.00	180.00	5.40	5.92
Baggagemen (handling express)	4.50	135.00	-	-
Baggagemen	4.16	124.80	-	-
Flagmen and Brakemen	4.00	120.00	4.08	4.48

Yard Service (per day of 8 hours, effective January 1, 1919)

Job Category	Per Day (\$)
Foremen	5.33
Helpers	5.00
Switch tenders	4.00

* * *

Canadian Pacific - Eastern Lines

Road Service (per day of 150 miles, effective May 1, 1920)

Job Category	Passenger (\$)	Monthly Minimum (\$)	Through Freight ¢ per mile	Way Freight ¢ per mile
Conductors	7.00	210.00	6.44	6.96
Baggagemen	5.16	154.80	5.12	5.52
Brakemen	5.00	150.00	5.12	5.52

Yard Service (per day of 8 hours, effective May 1, 1920)

Job Category	Per Day (\$)
Foremen	6.96
Helpers	6.48
Switch tenders	5.04

* * *

Canadian Pacific - Western LinesRoad Service (effective January 1, 1919)

Passenger:

Job Category	Rate per Mile (\$)	Monthly Minimum (\$)
Conductors	4.00	187.00
Baggagemen	2.77	130.05
Brakemen	2.66	122.40

Through Freight:

District	Per 100 miles	
	Conductors (\$)	Baggagemen and Brakemen (\$)
East of Lake Louise and Crows Nest	5.40	4.08
West of Crows Nest to Kootenay Landing	5.51	4.19
From Lake Louise West, and from Kootenay Landing West, through the Kootenays	5.40	4.14
Mountain Division (Lake Louise to Revelstoke)	6.45	5.18
Nakusp and Slocan Subdivision and all sub-divisions west of the Columbia River on the Nelson Division	6.30	4.90½

Mixed and Way Freight:

District	Per 100 miles	
	Conductors (\$)	Baggagemen and Brakemen (\$)
East of Lake Louise and Crows Nest	5.92	4.48
Crows Nest West to Kootenay Landing	6.02½	4.60
West of Lake Louise and Kootenay Landing (where Mountain rates apply)	6.97	5.59
Nakusp and Slocan Subdivision and all sub-divisions west of the Columbia River on the Nelson Division (where Semi-Mountain rates apply)	6.82	5.31½

Appendix C

Yard Service (per day of 8 hours, effective January 1, 1919)

	Rates per hour			
	Foremen		Yardmen	
	Day (¢)	Night (¢)	Day (¢)	Night (¢)
Lethbridge and west through the Kootenays, Calgary and west, main line and branches, Calgary and north to all points on the Edmonton Branch	68 $\frac{3}{4}$	69 $\frac{1}{4}$	64 $\frac{1}{2}$	66
All other yards	66 $\frac{3}{4}$	67	62 $\frac{1}{2}$	63 $\frac{3}{4}$

All yards - Switch tenders - \$4.00 per day.

* * *

APPENDIX D

Wages and Earnings for Selected Groups, 1901-1927

TABLE 30

Wage Rates For Selected Groups of Railway Employees, 1901-1927

Year	Train Service				Engine Service			
	Conductors		Brakemen		Locomotive Engineers		Locomotive Firemen	
	Passenger	Freight	Passenger	Freight	Passenger	Freight	Passenger	Freight
	Cents per mile	Cents per mile	Cents per mile	Cents per mile	Cents per mile	Cents per mile	Cents per mile	Cents per mile
1901	1.93	2.73	1.08	1.91	3.15	3.35	1.78	1.90
1902	1.93	2.78	1.08	1.93	3.17	3.37	1.82	1.94
1903	2.21	3.03	1.18	1.97	3.17	3.37	1.89	2.01
1904	2.21	3.03	1.18	1.97	3.37	3.50	1.97	2.06
1905	2.23	3.08	1.20	1.97	3.37	3.50	1.97	2.06
1906	2.26	3.15	1.21	2.01	3.38	3.58	1.99	2.00
1907	2.26	3.15	1.21	2.01	3.53	3.88	2.09	2.23
1908	2.26	3.15	1.21	2.01	3.53	3.88	2.12	2.30
1909	2.26	3.15	1.21	2.01	3.53	3.88	2.12	2.30
1910	2.50	3.48	1.39	2.24	3.76	4.09	2.30	2.56
1911	2.65	3.72	1.47	2.50	3.90	4.22	2.30	2.56
1912	2.77	3.81	1.53	2.56	3.96	4.31	2.35	2.63
1913	2.77	3.81	1.53	2.56	4.09	4.44	2.42	2.70
1914	2.84	3.94	1.56	2.65	4.09	4.44	2.42	2.70
1915	2.84	3.94	1.56	2.65	4.09	4.44	2.42	2.70
1916	2.92	4.06	1.60	2.73	4.25	4.69	2.52	2.80
1917	3.19	4.06	1.85	2.73	4.54	4.86	2.73	2.85
1918	3.48	4.89	2.30	3.80	4.73	5.42	3.24	3.76
1919	4.00	5.40	2.66	4.08	5.60	6.08	4.00	4.24
1920	4.67	6.44	3.33	5.12	6.40	7.12	4.80	5.28
1921	4.27	5.80	2.93	4.48	5.92	6.48	4.32	4.64
1922	4.27	5.80	2.93	4.48	5.92	6.48	4.32	4.64
1923	4.27	5.80	2.93	4.48	5.92	6.48	4.32	4.64
1924	4.27	5.80	2.93	4.48	5.92	6.48	4.32	4.64
1925	4.27	5.80	2.93	4.48	5.92	6.48	4.32	4.64
1926	4.27	5.80	2.93	4.48	5.92	6.48	4.32	4.64
1927	4.47	6.16	3.13	4.84	6.16	6.84	4.56	5.00

SOURCE: Department of Labour, Canada, Report No. 11 "Wages and Hours of Labour in Canada," p. 95 (issued as a supplement to the January issue of The Labour Gazette, Vol. XXVIII).

TABLE 31

Index Numbers of Changes in Wage Rates
on Steam Railways in Canada, 1901-1927
 (Rates in 1913 = 100)

<u>Date</u>	<u>Index Number</u>
1901	68.8
1902	72.0
1903	75.1
1904	76.9
1905	74.5
1906	79.3
1907	81.0
1908	86.1
1909	86.3
1910	90.1
1911	95.7
1912	97.9
1913	100.0
1914	101.4
1915	101.7
1916	105.9
1917	124.6
1918	158.0
1919	183.9
1920	221.0
1921	195.9
1922	184.4
1923	186.4
1924	186.4
1925	186.4
1926	186.4
1927	198.4

SOURCE: Department of Labour, Canada,
 Report No. 11 "Wages and Hours
 of Labour in Canada," p. 94
 (issued as a supplement to the
 January issue of The Labour
 Gazette, Vol. XXVIII).

TABLE 32

Wage Rates For Selected Groups of Employees on Steam Railways, 1917-1927*

	1917	1918	1919	1920	1921	1922	1923-1926	1927
Conductors--								
Passenger, per mile	3.16	3.35	4.00	4.67	4.27	4.27	4.27	4.47
Passenger, per day	4.90	5.38	6.00	7.00	6.40	6.40	6.40	6.70
Passenger, per month	147.00	161.50	180.00	210.00	192.00	192.00	192.00	201.00
Freight, through per								
mile	4.00-4.18	4.82-5.04	5.40	6.44	5.80	5.80	5.80	6.16
Freight, way, per mile ...	4.50-4.60	5.42-5.54	5.92	6.96	6.32	6.32	6.32	6.68
Brakemen--								
Passenger, per mile	1.89	2.23	2.66	3.33	2.93	2.93	2.93	3.13
Passenger, per day	2.93	3.62	4.00	5.00	4.40	4.40	4.40	4.70
Passenger, per month	88.00	108.57	120.00	150.00	132.00	132.00	132.00	141.00
Freight, through per								
mile	2.67-2.84 $\frac{1}{2}$	3.72-3.97	4.08	5.12	4.48	4.48	4.48	4.84
Freight, way, per mile ..	3.00-3.13	4.19-5.42	4.48	5.52	4.88	4.88	4.88	5.24
Baggagemen, train--								
Per mile	2.00	2.28	2.77	3.44	3.04	3.04	3.04	3.24
Per day	3.10	3.87	4.16	5.16	4.56	4.56	4.56	4.86
Per month	93.00	116.20	124.80	154.80	136.80	136.80	136.80	145.80
Yardmen--								
Foremen, per day	3.60-4.00	4.86-5.20	5.33	6.96	6.32	6.32	6.32	6.64
Helpers, per day	3.30-3.70	4.60-4.94	5.00	6.48	5.84	5.84	5.84	6.16
Switch tenders, per								
day	---	---	4.00	5.04	4.40	4.40	4.40	4.72

Appendix D

TABLE 32 (continued)

	1917	1918	1919	1920	1921	1922	1923-1926	1927
Locomotive Engineers--								
Passenger, per mile	4.32-5.49	4.57-5.82	5.60-6.60	6.40-6.70	5.92-6.92	5.92-6.92	5.92-6.92	6.16-7.16
Freight, per mile	4.53-5.71	5.23-6.59	6.08-8.00	7.12-9.04	6.48-8.40	6.48-8.40	6.48-8.40	6.84-8.76
Yard, per day	4.29	5.44	5.60-6.92	7.04-8.36	6.40-7.72	6.40-7.72	6.40-7.72	6.72-8.04
Locomotive Firemen--								
Passenger, per mile	2.65-4.00	3.15-5.15	4.00-5.20	4.80-6.00	4.32-5.52	4.32-5.52	4.32-5.52	4.56-5.76
Freight, per mile	2.75-4.00	3.69-5.37	4.24-5.75	5.28-6.79	4.64-6.15	4.64-6.15	4.64-6.15	5.00-6.51
Yard, per day	2.50-2.90	3.53-4.09	4.16-5.52	5.60-6.96	4.96-6.32	4.96-6.32	4.96-6.32	5.28-6.64
Hostlers, per day	2.70-4.10 ¹	4.46-4.55	4.46-4.80	5.60-6.24	4.96-5.60	4.96-5.60	4.96-5.60	5.50-6.60
Hostlers, helpers, per day	2.50	5.53	3.60	5.04	4.40	4.40	4.40	4.90

* Classification lists in these reports altered in 1926.

¹ Fiscal year changed.

SOURCE: Department of Labour, Canada, Report No. 11 "Wages and Hours of Labour in Canada," p. 94 (issued as a supplement to the January issue of The Labour Gazette, Vol. XXVIII).

TABLE 33

Average Hourly Earnings of Selected Groups
of Steam Railway Employees, 1917-1926

Class of Employees	June 30, 1917	June 30, 1918	June* 30, 1919	Dec.* 31, 1919	Dec. 31, 1920	Dec. 31, 1921	Dec. 31, 1922	Dec. 31, 1923	Dec. 31, 1924	Dec. 31, 1925	Dec. 31, 1926	Number employed 1925 [†]
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
Yard engineers and motormen .....	.422	.532	.676	.729	.865	.874	.834	.838	.841	.836	.847	1,075
Yard firemen and helpers .....	.264	.334	.479	.531	.672	.684	.647	.651	.653	.649	.651	1,096
Yard conductors .....	.389	.444	.644	.705	.765	.843	.805	.818	.811	.810	.816	1,171
Yard brakemen .....	.375	.412	.636	.656	.713	.779	.735	.749	.745	.783	.727	2,618
Yard switch tenders .....	.201	.199	.380	.486	.536	.595	.555	.555	.561	.563	.575	487
Hostlers .....	.284	.303	.433	.556	.635	.672	.622	.620	.621	.621	.626	657
Road freight engineers and motormen ..	.538	.660	.798	.869	1.028	1.014	.981	.986	1.010	1.000	1.016	2,729
Road freight firemen and helpers .....	.364	.437	.607	.639	.782	.770	.729	.734	.748	.752	.755	2,972
Road freight conductors .....	.483	.560	.678	.713	.887	.883	.829	.832	.864	.858	.864	2,235
Road freight brakemen and flagmen ....	.324	.338	.537	.545	.694	.696	.680	.649	.672	.666	.675	4,939
Road passenger engineers and motormen ..	.688	.838	1.017	1.118	1.242	1.289	1.251	1.262	1.335	1.340	1.364	1,131
Road passenger firemen and helpers ...	.413	.559	.767	.858	.961	.981	.943	.941	1.003	1.015	1.041	1,140
Road passenger conductors .....	.589	.552	.798	.870	.953	.988	.922	.934	1.049	1.004	1.020	862
Road passenger baggagemen .....	.375	.359	.560	.604	.719	.718	.666	.669	.758	.742	.742	784
Road passenger, brakemen and flagmen ..	.372	.366	.556	.600	.690	.703	.647	.655	.741	.734	.745	1,174
All employees, all classes, including general officers .....	.288	.331	.484	.523	.624	.638	.580	.573	.577	.578	.578	

* Fiscal year changed.

† List of classes of employees in these reports altered in 1926.

SOURCE: Department of Labour, Canada, Report No. 11 "Wages and Hours of Labour in Canada," p.100 (issued as a supplement to the January issue of The Labour Gazette, Vol. XXVIII).

TABLE 34

Index Numbers of Wage Rates For Various Classes
of Labour in Canada, 1901-1926

(Rates in 1913 = 100)

Year	Building Trades	Metal Trades	Printing Trades	Electric Railways	Steam Railways	Coal Mining	Average	Common Factory Labour	Miscel- laneous Factory Trades	Logging and Sawmill- ing
1913	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1914	100.8	100.5	102.4	101.0	101.7	101.9	101.4	101.0	103.2	94.7
1915	101.5	101.5	103.6	97.8	101.7	102.3	101.4	101.0	106.2	89.1
1916	102.4	106.9	105.8	102.2	101.9	111.7	105.7	110.4	115.1	109.5
1917	109.9	128.0	111.3	114.6	110.1	130.8	117.5	129.2	128.0	130.2
1918	125.9	155.2	123.7	142.9	133.2	157.8	139.8	152.3	146.8	150.5
1919	148.2	180.1	145.9	163.3	154.2	170.5	160.4	180.2	180.2	169.8
1920	180.9	209.4	184.0	194.2	186.6	197.7	192.1	215.3	216.8	202.7
1921	170.5	186.8	193.3	192.1	165.3	208.3	186.1	190.6	202.0	152.6
1922	162.5	173.7	192.3	184.4	155.1	197.8	176.8	183.0	189.1	158.7
1923	166.4	174.0	188.9	186.2	157.4	197.8	178.4	181.7	196.1	170.4
1924	169.7	175.5	191.9	186.4	157.4	192.4	179.3	183.2	197.6	183.1
1925	170.4	175.4	192.8	187.8	157.4	165.1	174.8	186.3	195.5	178.7
1926	172.1	177.4	193.3	188.4	158.9	165.1	175.9	187.3	196.7	180.8

SOURCE: Debates of the Senate, 1927, p. 210.

APPENDIX E

List of Railway Companies in Canada Affected by The Application of The McAdoo Award

Alberta Great Waterways.
Algoma Central and Hudson Bay.
Algoma Eastern.
Atlantic, Quebec, and Western.
Berlin, Waterloo, Wellesley and Lake Huron.
Brandon, Saskatchewan and Hudson Bay (Great Northern).
British Columbia Electric.
Canada Gulf Terminal.
Canada Southern (Michigan Central).
Canadian Government (Intercolonial).
Canadian Northern.
Canadian Pacific.
Cape Briton.
Central Vermont.
Crows Nest Southern (Great Northern).
Cumberland Railway and Coal Company.
Dominion Atlantic.
Eastern British Columbia.
Edmonton, Dunegan and British Columbia.
Esquimalt and Nanaimo.
Essex Terminal.
Fredericton and Grand Lake.
Grand Trunk.
Grand Trunk Pacific.
Hereford.
Intercolonial of New Brunswick (Canadian Government).
Kettle Valley.
Lake Erie and Northern.
London and Port Stanley.
Maine Central.
Manitoba Great Northern (Great Northern).
Massawippi Valley (Boston and Maine).
Montreal and Atlantic (Canadian Pacific).
Montreal and Southern Counties.
Morissey, Fernie and Michel (Great Northern).
Midland of Manitoba (Great Northern).
Napierville Junction.
National Transcontinental (Canadian Government).
Nelson and Fort Sheppard (Great Northern).
New Brunswick and Prince Edward Island (Canadian Government).
New Westminster and Southern (Great Northern).
Northern New Brunswick and Seaboard.
Ottawa and New York.
Pere Marquette.
Phillipsburg Railway and Quarry Company.

Appendix E

Quebec Central.
Quebec, Montreal and Southern.
Quebec and Oriental.
Quebec Railway, Light, and Power Company.
Red Mountain (Great Northern).
Roberval and Saguenay.
St. Lawrence and Adirondack.
Sydney and Louisburg.
St. John and Quebec (Canadian Government.
Temiscouata.
Temiskaming and Northern Ontario.
Toronto, Hamilton and Buffalo.
Vancouver, Victoria, and Eastern (Great
Northern).
Victoria and Sydney (Great Northern).
Wabash.
Bidlington and Nelson (Great Northern).
Lotbiniere and Megantic.

SOURCE: The Labour Gazette, Vol. XVIII, p. 759).

APPENDIX F

Seniority Areas For Canadian Pacific Trainmen In The Western Region - Freight And Passenger Service

FREIGHT

<u>Subdivision</u>	<u>From</u>	<u>To</u>
<u>Area 1.</u> (Fort William - Kenora)		
Kaministiquia	Fort William	Ignace
Ignace	Kenora	Ignace
Keewatin	Kenora	Winnipeg
Lac Du Bonnet	Lac Du Bonnet	Winnipeg
<u>Area 2.</u> (Winnipeg)		
Carberry	Winnipeg	Brandon
Glenboro	Woodman	Souris
Arborg	Rugby	Arborg
Winnipeg Beach	Rugby	Riverton
Varcoe	McGregor	Varcoe
Emerson	Winnipeg	Emerson
La Riviere	Rugby	La Riviere
Kaleida	Rudyard	Kaleida
Gretna	Rosenfeld	Gretna
Carman	Elm Creek	Plum Coulee
Napinka	La Riviere	Napinka
Snowflake	Wood Bay	Snowflake
Lyleton	Deloraine	Lyleton
<u>Area 3.</u> (Brandon - Sutherland)		
Broadview	Brandon	Broadview
Neudorf	Virden	Neudorf
Lanigan	Bulyea	Lanigan
Bulyea	Neudorf	Bulyea
Prince Albert	Lanigan	Prince Albert
White Fox	Nipawin	Prince Albert
Sutherland	Wynyard	Saskatoon
Melfort	Lanigan	Gronlid
Wilkie	Saskatoon	Wilkie
Meadow Lake	Prince Albert	Meadow Lake
Asquith	Urban	Baljennie
Rosetown	Gunworth	Perdue
Medstead	North Battleford	Panton
<u>Area 4.</u> (Minnedosa - Souris)		
Bredenbury	Minnedosa	Bredenbury
Rapid City	Minnedosa	Chater
Miniota	Gautier	Miniota
Russell	Binscarth	Inglis
Lenore	Forrest	Lenore
Estevan	Kemnay	Estevan
Arcola	Schwitzer	Arcola
Minnedosa	Minnedosa	Portage La Prairie

Appendix F

<u>Subdivision</u>	<u>From</u>	<u>To</u>
<u>Area 4. (Minnedosa - Souris) (cont'd)</u>		
Boissevain	Boissevain	Lauder
Wishart	Foam Lake	Wishart
Wynyard	Bradenbury	Wynyard
Tidsdale	Goudie	Nipawin
Alida	Lauder	Alida

Area 5. (Moose Jaw)

Swift Current	Moose Jaw	Swift Current
Stewart Valley	Baird	Stewart Valley
Vanguard	Swift Current	Meyronne
Dunelm	Player	Simmie
Shamrock	Archive	Hak
Expanse	Curle	Assiniboia
Shaunavon	Assiniboia	Shaunavon
Fife Lake	Ardwick	Big Beaver
Outlook	Moose Jaw	Outlook
Wood Mountain	Ogle	Mankota
Indian Head	Moose Jaw	Broadview
Portal	Pasqua	North Portal
Bromhead	Estevan	Minton
Assiniboia	Weyburn	Assiniboia
Amulet	Wallace	Cardross
Colonsay	Euston	Colonsay
Lanigan	Regina	Bulyea
Tyvan	Regina	Stoughton
Kisbey	Arcola	Weyburn
Colony	Rock Glen	Killdeer

District* 1. (Medicine Hat - Lethbridge)

Altawan	Manyberries	Shaunavon
Notukeu	Notukeu	Valmarie
Maple Creek	Medicine Hat	Swift Current
Brooks	Medicine Hat	Alyth
Langdon	Langdon	East Coulee
Strathmore	Gleichen	Shepard
Cassils	Cassils	Scandia
Rosemary	Rosemary	East Coulee-Matzhiwin-Gem
Burstall	Leader	Fox Valley
Acme	Cosway	Wimbourne
Irricana	Passano	Irricana
Suffield	Suffield	Lomond
Empress	Java	Empress
Bassano	Empress	Bassano
Pennant	Wickett	Verlo
Hatton	Hatton	Golden Prairie
Taber	Lethbridge	Dunmore
Stirling	Lethbridge	Manyberries
Cardston	Stirling	Glenwood
Coutts	Stirling Coutts	Coutts
Woolford	Raley	Whiskey Gap

* Districts are defined in collective agreements, areas as specified here are not necessarily so defined.

<u>Subdivision</u>	<u>From</u>	<u>To</u>
<u>District 2. (Calgary - Edmonton)</u>		
Kerrobert	Outlook	Kerrobert
Macklin	Kerrobert	Macklin
Reford	Kerrobert	Wilkie
Lloydminster	Wilkie	Lloydminster
Cutknife	Cutoff	North Battleford
Whitkow	Pierard	Redfield
Hardisty	Hardisty	Wilkie
Kelfield	Brass	Kelfield
Furness	Epping	Paradise Valley
Big Gully	Lloydminster	Hillmond
Red Deer	Alyth	Red Deer
Laggan	Alyth	Field
Alberta Central	Forth	Ullin
Crossfield	Collicutt	Cremona
Leduc	Red Deer	Edmonton
Willingdon	South Edmonton	Lloydminster
Hoadley	Jackson	Leduc
Vegreville	Willingdon	Vegreville
Wetaskiwin	Wetaskiwin	Hardisty
Coronation	Kerrobert	Coronation
Lacombe	Coronation	Lacombe
Matador	Gunworth	Matador
McMorran	Milden	McMorran

District 3. (Cranbrook - Lethbridge)

Crows Nest	Lethbridge	Crows Nest
Aldersyde	Coalhurst	Aldersyde
Lomond	Eltham	Lomond
Turin	Coalhurst	Turin
Macleod	Fort Macleod	Alyth
Windermere	Golden	Colvalli
Nelson	Kootenay Landing	Cranbrook
Cranbrook	Cranbrook	Crows Nest
Kimberley	North Star	Kimberley (end of track)
Kingsgate	Yahk	Kingsgate

PASSENGER AND MIXEDArea 1. (Fort William - Kenora)

Kaministiquia	Fort William	Ignace
Ignace	Kenora	Ignace
Keewatin	Kenora	Winnipeg
Lac Du Bonnet	Lac Du Bonnet	Winnipeg

Area 2. (Winnipeg - Souris - Minnedosa)

Carberry	Winnipeg	Brandon
Glenboro	Woodman	Souris
Arborg	Rugby	Arborg
Winnipeg Beach	Rugby	Riverton
Varcoe	McGregor	Varcoe
Minnedosa	Portage La Prairie	Minnedosa

Appendix F

<u>Subdivision</u>	<u>From</u>	<u>To</u>
<u>Area 2.</u> (Winnipeg - Souris - Minnedosa) (cont'd)		
Emerson	Winnipeg	Emerson
La Riviere	Rugby	La Riviere
Kaleida	Rudyard	Kaleida
Gretna	Rosenfeld	Gretna
Carman	Elm Creek	Plum Coulee
Napinka	La Riviere	Napinka
Boissevain	Boissevain	Lauder
Alida	Lauder	Alida
Snowflake	Wood Bay	Snowflake
Lyleton	Deloraine	Lyleton
Bredenbury	Minnedosa	Bredenbury
Rapid City	Chater	Minnedosa
Miniota	Gautier	Miniota
Russell	Binscarth	Inglis
Lenore	Forrest	Lenore
Estevan	Kemnay	Estevan
Arcola	Schwitzer	Arcola
Wishart	Foam Lake	Wishart
Tisdale	Coudie	Nipawin
Wynyard	Bredenbury	Wynyard
<u>Area 3.</u> (Brandon - Moose Jaw - Sutherland)		
Broadview	Brandon	Broadview
Neudorf	Virden	Neudorf
Swift Current	Moose Jaw	Swift Current
Stewart Valley	Baird	Stewart Valley
Vanguard	Swift Current	Meyronne
Dunelm	Player	Simmie
Shamrock	Archive	Hak
Expanse	Curle	Assiniboia
Shaunavon	Assiniboia	Shaunavon
Fife Lake	Ardwick	Big Beaver
Wood Mountain	Ogle	Mankota
Colony	Rock Glen	Killdeer
Outlook	Moose Jaw	Outlook
Prince Albert	Lanigan	Prince Albert
White Fox	Nipawin	Prince Albert
Sutherland	Wynyard	Saskatoon
Melfort	Lanigan	Oronlid
Wilkie	Saskatoon	Wilkie
Meadow Lake	Prince Albert	Meadow Lake
Asquith	Urban	Baljennie
Rosetown	Gunworth	Perdue
Medstead	North Battleford	Panton
Portal	Pasqua	North Portal
Bromhead	Estevan	Minton
Indian Head	Broadview	Moose Jaw
Assiniboia	Weyburn	Assiniboia
Amulet	Wallace	Cardross
Colonsay	Euston	Colonsay
Bulyea	Neudorf	Bulyea
Lanigan	Regina	Lanigan
Tyvan	Regina	Stoughton
Kisbey	Arcola	Weyburn

Subdivision

From

District 1. (Medicine Hat - Lethbridge - Calgary - Edmonton)

Maple Creek	Medicine Hat	Swift Current
Brooks	Medicine Hat	Calgary
Langdon	Langdon	East Coulee
Strathmore	Gleichen	Shepard
Cassils	Cassils	Scandia
Rosemary	Rosemary	East Coulee
Burstall	Leader	Fox Valley
Acme	Cosway	Wimbourne
Irricana	Bassano	Irricana
Suffield	Suffield	Lomond
Empress	Java	Empress
Pennant	Wickett	Verlo
Bassano	Empress	Bassano
Hatton	Hatton	Golden Prairie
Laggan	Calgary	Field
Red Deer	Calgary	Red Deer
Crossfield	Collicutt	Cremona
Leduc	Red Deer	Edmonton
Willingdon	South Edmonton	Lloydminster
Hoadley	Jackson	Leduc
Vegreville	Willingdon	Vegreville
Wetaskiwin	Wetaskiwin	Hardisty
Coronation	Kerrobert	Coronation
Alberta Central	Forth	Ullin
Lacombe	Coronation	Lacombe
Macleod	Calgary	Fort Macleod
Kerrobert	Outlook	Kerrobert
Matador	Gunworth	Matador
McMorran	Milden	McMorran
Macklin	Kerrobert	Macklin
Reford	Kerrobert	Wilkie
Lloydminster	Wilkie	Lloydminster
Cutknife	Cutoff	North Battleford
Whitkow	Pierard	Redfield
Hardisty	Wilkie	Hardisty
Kelfield	Brass	Kelfield
Furness	Epping	Paradise Valley
Big Gully	Lloydminster	Hillmond

District 2. (Cranbrook - Lethbridge)

Taber	Lethbridge	Medicine Hat
Stirling	Lethbridge	Manyberries
Coutts	Stirling	Coutts
Cardston	Stirling	Glenwood
Woolford	Raley	Whiskey Gap
Crows Nest	Lethbridge	Crows Nest
Aldersyde	Coalhurst	Aldersyde
Turin	Coalhurst	Turin
Lomond	Eltham	Lomond
Altawan	Manyberries	Shaunavon
Notekeu	Notekeu	Valmarie
Windermere	Golden	Colvalli
Cranbrook	Crows Nest	Cranbrook
Kimberley	North Star	Kimberley (end of track)
Kingsgate	Yahk	Kingsgate
Nelson	Cranbrook	Kootenay Landing

Appendix F

PASSENGER, MIXED AND FREIGHT

<u>Subdivision</u>	<u>From</u>	<u>To</u>
(Nelson)		
Nelson	Kootenay Landing	Nelson
Boundary	Nelson	Midway
Rossland	Castlegar	Rossland
Slocan	South Slocan	Slocan City
Kaslo	End of track	Nakusp
(Penticton)		
Carmi	Midway	Penticton
Princeton	Penticton	Spences Bridge
Osoyoos	Penticton	Osoyoos
(Revelstoke)		
Shuswap	Kamloops	Revelstoke
Mountain	Revelstoke	Field
Okanagan	Sicamous	Kelowna
Arrow Lake	Revelstoke	Arrow Head
(Vancouver - Kamloops)		
Mission	Mission City	Huntingdon
Westminster	Coquitlam	New Westminster
Cascade	Vancouver	North Bend
Thompson	North Bend	Kamloops
(Esquimalt and Nanaimo Railway)		
Victoria	Victoria	Courtenay
Port Alberni	Parksville	Port Alberni
Lake Cowichan	Hayward	Lake Cowichan

